Team Personality Composition Analysis Report

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In the early stages of our project, our team conducted a group-wide personality analysis to better understand how we function as individuals and as a unit. Our goal was to identify our core behavioural tendencies, communication styles, and potential strengths and pitfalls as a team. To do this, we used three personality profiling methods:

- Belbin Team Roles

- DISC Personality Assessment

- OpenPsychometric Character-Based Profiling

With the data collected, we analysed our team's role distribution, behavioural balance, and alignment of cognitive and social energies. A balanced distribution of personality traits within a team is the foundation of effective collaboration and performance. When team members' personalities complement one another, the group can foster an environment which stimulates innovation and problem-solving. However, an imbalance in personality traits can lead to significant drawbacks. Teams dominated by individuals with overlapping assertive traits may experience frequent conflicts or power struggles, undermining cohesion. Conversely, a lack of critical roles can result in disorganization or missed deadlines. Achieving equilibrium is thus essential to maximizing both productivity and team morale.

This report summarises our findings, outlines the strengths and weaknesses revealed, and explains how we plan to leverage this information for improved collaboration and project performance.

Overview of Personality Assessments

Belbin's Team Roles

The Belbin model describes nine distinct team roles that individuals typically adopt in group settings. By mapping these roles, teams can identify gaps in critical functions and redistribute tasks to align with members' natural strengths.

Figure 1: A diagram of Belbin's Team Roles

Figure 1 above shows the nine roles corresponding to the Belbin model. Each member of our team selected both a primary and secondary Belbin role based on self-reflection and interpretation of their typical behaviour during group work. According to the Belbin framework, no role is inherently better than another, since each role plays a vital function in the team's overall success. The key lies in achieving a balanced composition: having enough creative thinkers to generate ideas, people-oriented roles to manage cohesion, and action-driven roles to carry plans through to completion.

Team Member	Primary Role	Secondary Role
Ansh	Coordinator	Shaper
Ethan	Plant	Completer-Finisher
Rudrh	Plant	Shaper
Jacob	Specialist	Implementer
Omar	Specialist	Implementer
Dyorno	Specialist	Implementer
Floris	Resource Investigator	Implementer

Table 2: The Belbin Roles self-assigned by team members.

As shown in Table 1, the distribution of primary and secondary Belbin roles within our group demonstrates both strengths and areas for improvement in team dynamics. The results of our Belbin assessment reveal a team composition with several recurring patterns and a range of complementary roles. The presence of multiple Specialists and Implementers suggests a strong practical and technical foundation, whereas creative thinking and idea generation are represented by the presence of Plants. These roles can be especially useful during the early project phases, where brainstorming and exploration of new approaches are most valuable.

Leadership and coordination are present but less widespread, with fewer members identifying with roles like Coordinator or Shaper. While this may lead to clear leadership when needed, it also raises the importance of ensuring that responsibilities are balanced and that project direction is clearly communicated. Some roles are entirely absent. For example, people-oriented roles such as Teamworker or Monitor Evaluator, which are typically responsible for maintaining group harmony and offering critical analysis, do not appear in the current distribution. This could lead to challenges in managing interpersonal dynamics or objectively assessing ideas and risks if not actively compensated for.

Overall, the team shows a good mix of creative and practical roles, with room to improve in people-management and evaluation. By being aware of these patterns, we can play to our strengths and consciously adopt behaviours or strategies that help cover any gaps during the project.

DISC Personality Assessment

The DISC model classifies behavioural tendencies into four primary styles: Dominance, Influence, Conscientiousness, and Steadiness. Each style captures a different aspect of how individuals interact with others, approach problems, and contribute to group dynamics. By understanding the distribution of these styles within a team, one can anticipate communication patterns, strengths in execution, and potential blind spots.
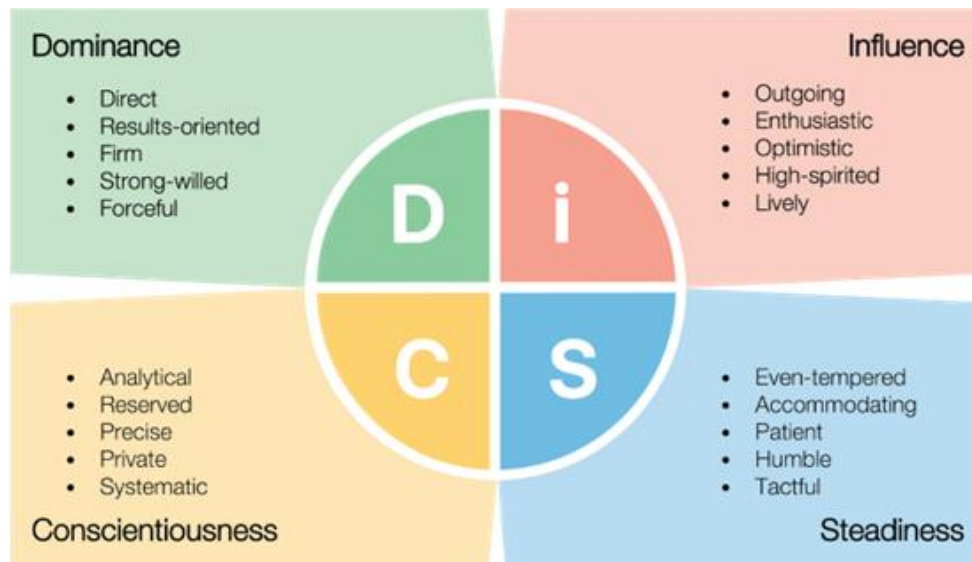

Figure 2: An illustration explaining the DISC roles.

Figure 2 illustrates the four primary DISC personality styles. Unlike the Belbin test, which was completed individually, our DISC assessment was carried out in a team setting. Members were presented with a series of prompts and scenarios, and for each one, they selected the behavioural trait they most identified with. As responses were made, they were recorded physically by placing coloured markers on a breadboard, with each colour corresponding to a DISC style. Once complete, the board was lit up, visually displaying our team's collective personality profile.

While we did not record precise individual breakdowns, our group's visual result showed a dominant presence of green (Dominance) and yellow (Conscientiousness), with occasional representation of blue (Steadiness), and an almost complete absence of red (Influence).

The prevalence of Dominance and Conscientiousness indicates that our group is strongly oriented toward structure, control, and precision. We are likely to be focused on task completion, goal-setting, and doing things correctly from the start. Decision-making will likely be pragmatic and based on logic and efficiency rather than emotional or social influence. The presence of Steadiness adds a layer of reliability and, which is useful for maintaining long-term consistency and reducing friction in the execution phase.

However, the absence of Influence reveals a potential limitation in terms of group energy, interpersonal engagement, and persuasive communication. Without natural "influencer" types, we may find it more challenging to energise the group during long or repetitive tasks, or to quickly rally consensus when enthusiasm is low. This could also affect how we present our project to others or navigate conflicts, as there is less emphasis on interpersonal persuasion or charisma within the team.

Overall, our DISC distribution suggests that the group will be highly effective at structured problem-solving and delivery, but we will need to consciously foster a positive, energising environment, especially during collaborative sessions or when team motivation dips. By being aware of this, we can encourage more open dialogue, celebrate small wins, and actively check in on group morale, even if it doesn't come naturally.

OpenPsychometrics Character Trait Assessment

In addition to the Belbin and DISC tests, our team also conducted an analysis based on the OpenPsychometrics Character Test. This test uses a sliding binary scale to assess user preferences across various traits. Based on the test outcome, each participant received a list of fictional characters they most closely resembled. Team members then selected the Harry Potter characters they identified with most. Subsequently, AI was used to classify the selected characters into three categories: Thinking, Action, and Social. Each character was given a percentage in these three dimensions based on their portrayed behaviours. Where multiple characters were selected, the results were averaged to yield a personal trait distribution.

Team Member	Action (%)	Social (%)	Thinking (%)
Ansh	45	45	10
Ethan	34	32	34
Rudrh	20	40	40
Jacob	29	24	47
Omar	50	10	40
Dyorno	40	20	40
Floris	N/A	N/A	N/A

Table 2: The trait distribution from the OpenPsychometrics test.

Looking at the team results overall, there appears to be a fairly even balance between Action and Thinking traits, while Social traits show more variability. This suggests that our group is generally well-equipped to handle tasks that require both execution and analytical thinking. Several members show a clear preference for structured action and methodical reasoning, indicating a team with strong foundations for working through technical or goal-oriented challenges.

The average distribution across team members is as follows:

- Action: 36.3%

- Social: 28.5%

- Thinking: 35.2%

This overall distribution reflects a team that leans slightly toward task-oriented behaviour, with strengths in planning, problem-solving, and follow-through. Social tendencies present but less pronounced, which is consistent with earlier assessments. This further emphasises the importance of actively fostering interpersonal dynamics and inclusive decision-making throughout the project. By recognising this balance, we can aim to complement our strengths with deliberate communication and group engagement strategies.

Conclusion & Strategic Outlook

By combining insights from the Belbin Team Roles, DISC assessment, and OpenPsychometrics character analysis, we have developed a deeper understanding of our team's behavioural composition and working dynamics.

The Belbin analysis reveals a team strongly rooted in technical and execution-oriented roles. This composition supports reliable, independent work and structured problem-solving. However, there is a noticeable lack of people-oriented roles, which can limit our emotional intelligence and critical self-assessment during high-pressure moments.

This observation is consistent with the DISC results. Our group was predominantly represented by Dominance and Conscientiousness, with occasional Steadiness, but no Influence. This indicates a team that is assertive and structured, with a strong drive for results and a methodical approach to tasks. At the same time, the absence of Influence suggests a potential gap in expressive communication, team motivation, and interpersonal engagement.

Finally, the OpenPsychometrics character analysis further supports this picture. Our average team distribution demonstrates a healthy balance between getting things done and thinking things through, while again showing a slight shortfall in socially driven traits. This aligns well with our DISC and Belbin results and affirms that, while our team is intellectually and operationally strong, our social dynamics may need more conscious attention.

Moving forward, we propose the following strategic approach to maximise team performance:

1. <u>Deliberate Role Balancing</u>
   We will assign project tasks not only based on technical ability, but also in ways that encourage underrepresented behaviours. For example, members with strong Thinking traits can take on evaluation and design refinement, while those with more social tendencies can focus on coordination and inter-team communication.

2. <u>Foster Social Engagement</u>
   To counterbalance the relative absence of influence and social orientation, we will schedule regular (in)formal check-ins, include reflection time in meetings, and encourage all members to voice concerns or feedback. This helps maintain group harmony and ensures all voices are heard.

3. <u>Active Monitoring</u>
   Throughout the project, we will keep track of our team's behavioural balance by revisiting this analysis during key phases. If signs of miscommunication or group fatigue emerge, we will adapt our collaboration style accordingly.

4. <u>Leverage Strengths in Delivery</u>
   Our strength lies in structure, dedication, and critical analysis. We will use these traits to drive the project forward during high-demand phases like prototyping, documentation, and final implementation.

By intentionally managing our team dynamics, we can both play to our strengths and proactively address our weaknesses.