## Team Profile

#### Summary

The Red Panthers team is dominantly analytical types who are endowed with intellectual gifts, but lacking the innate skills for keeping a team glued together. However, we have a couple of characters with natural gifts in leadership and communication. These fill the void and present a real opportunity for a group of individuals to come together and achieve goals.

The functional quirkiness of this group shows through in all the tests the group has undertaken but best illustrated by a comparison of the Myers Briggs results. The discussion below focuses on the Myers Briggs, as any insight from the other tests is hard to articulate (mostly because they are all different tests) and doesn’t offer any greater insight than the Myers Briggs alone.

The table below illustrates the tests undertaken by the Red Panthers

##### TABLE: Red Panthers Personality Tests

|  |  |  |  |
| --- | --- | --- | --- |
| **Member** | **Myers-Briggs (type and type description)** | **Test 2 (test Name and result)** | **Learning style** |
| Anthony Brown | INTP | DISC profile | Tactile Learner |
|  | Logician | Factfinder |  |
|  |  |  |  |
| Tim Damon | INFP-T | Big five personality test | Auditory Learner |
|  | Mediator | too difficult to summarise in a table |  |
|  |  |  |  |
| Shaun Lottey | ENFJ-A | Creativity Test | Auditory Learner |
|  | Protagonist | creativity level is: High |  |
|  |  |  |  |
| Jake McAndrew | INTJ | Big five personality test | Auditory/Visual Learner |
|  | Architect | too difficult to summarise in a table |  |
|  |  |  |  |
| Jason Tilgner | INTJ | Colour test | Visual Learner |
|  | Architect | too difficult to summarise in a table |  |
|  |  |  |  |
| Jason Walstab | ENTP-T | Creativity Test | Visual Learner |
|  | Debater | creativity level is: High |  |

#### Myers Briggs Comparison

The test site 16personalities (link <https://www.16personalities.com/personality-types>) groups Myers Briggs personality types (type) into four groups (role): Analysts, Diplomates, Sentinels and Explorers. Within each role is four types. Each type has an emotive name that illustrates the nature of that type. The diagram below shows the Myers Briggs matrix, and the counts are how the Red Panthers arrange within this sphere.

###### TABLE: The distribution of Red Panthers within the Myers Brigg Matrix of Possible results (with roles illustrated)

ISTJ ISFJ INFJ INTJ

ISTP ISFP INFP INTP

ESTP ESFP ENFP ENTP

ESTJ ESFJ ENFJ ENTJ

Analysts,

1 Logician

2 Architect

1 Debater

Diplomats

1 Mediator

1 Protagonist

Sentinels

Explorers

First off, what is a Protagonist? And, do we even need one of these? Turns out, yes, Protagonists are natural leaders, which every team needs. They are tormented souls with a natural empathy that others find authentic, even charismatic – the building blocks of a great leader. Like in a novel, one Protagonist is about the right number.

More obviously, we are a group composed of Analysts and Diplomates but no Sentinel’s or Explorers. The question is; are we a lesser team for not having Sentinels or Explorers? Explorers are risk-takers that do their work fast and well, though easily distracted. They seem very useful but irritating. Sentinels on-the-other-hand are hard-working administrators. Sentinels are another type any team would benefit from having. In fact, these two roles together could be a power team in their own right – like Matthew McConaughey and Kate Hudson in *Fools Gold*.

Can we get by without these two amazing personalities contributing to our cause? A closer look at the types we have should answer this. We are strong in analyst, with three out of four types covered. We also have an additional Diplomat. Alongside our Protagonist (already discussed) we are doubly blessed to have a Mediator. Like unicorns, Mediators are rare – and magical. Mediators come loaded with talents amiable to working in teams: principled, able to genuinely connect with people and understanding of their place as part of the whole. To be at their best, a Mediator need to keep their energy levels high, so leadership and administrative help are vital.

The core of our group is a cohort of Analitic types – not surprising for an IT degree. Analysts are excellent strategic thinkers, but not so good when it comes to social or romantic pursuits. Luckily, we are all dudes. Jokes aside, the Red Panther is confronted with the inescapable truth; we have the intellectual horsepower to deal whatever is before us, but our awkward, prickly selves might be the iceberg to our teamwork titanic.

A balanced team we are not. We have a severe lean towards the Analyst pole, with nothing balancing the team from the spontaneous and neatly arranged Explorer and Sentinel roles. On the bright side, the Red Pather’s edges are more than smoothed out with the serendipitous inclusion of two enigmatic representatives from the Diplomatic roles. A Protagonist brings leadership qualities and our Mediator comes with a cornucopia of team-binding instincts.

We must stay vigilant to the near and present dangers of not sticking together as a group. We should let the fundamental skills within take root. Achieve this, and we can be as good as any IT department has ever been. Although, a Kate Hudson type would be an inclusion worth head-hunting.