

Learning Support:  
Successful Learning Series



**CodeClan**  
Bridging the digital skills gap

## Group Projects



[www.codeclan.com](http://www.codeclan.com)

# **Making the most of teamwork**

**Understand the different ways people behave in teams**

**Anticipating and overcoming challenges**

**Goal setting and sharing**

**Sharing responsibility**

# The DiSC model

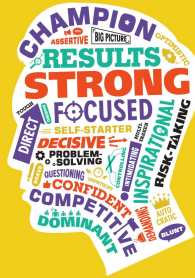
Looking at the characteristics here, which direction do you think you lean to when working in a team?



## 12 personality types of teamwork

[illegible]

Strength is crucial for the Winner, who needs to achieve results more than anything else. They'll take charge to get the job done and will always project confidence, but they may need help in empathy and patience.



**THE SEEKER (iD)**

The **Fast-paced Seeker** is always looking for new opportunities and is quick to move goals. They are starting but easily bored, and always ready to accept the possibilities of what's coming. They are always on the move.

**THE RISK TAKER (iD)**

The **Risk Taker** is the same as the seeker, in a natural sense is open to moving goals, wants to expand the most during the year. They are often passionate leaders and may have critical and frustratingly high expectations and achieve them.



## Όπως

**THE RISK TAKER (iD)**

The **Risk Taker**, as the name suggests, is a natural when it comes to taking bold action to achieve the most exciting outcomes. They are often passionate leaders and may have suffered and flourished by many entrepreneurial and business environments.

**THE ENTHUSIAST (ii)**

The **Enthusiast** is a natural thinker, always looking after others positively and the approval of their peers. They're energetic and expressive, and are especially skilled at making people feel good. They often go to where you need someone who knows how to connect.



## Όπως

## THE ENTHUSIAST (i)

The **Enthusiast** is a social butterfly, always happy and game for parties and the approval of their peers. They're energetic and extroverted, and are especially skilled at charming people. We meet them in when you meet someone who knows everyone.

## THE BUDDY (is)

The **Buddy** enjoys peace and harmony and wants to be friends with everyone. Always appreciative and generous, they value collaboration and tend to avoid conflict.



## Όπως

## THE BUDDY (IS)

The **Buddy** enjoys peace and harmony and wants to live hands with everyone. Always appreciable and generous, they value collaboration and tend to avoid conflict.

## THE COLLABORATOR (Si)

A talented team team player, the **Collaborator** is always eager to get everyone working together to achieve their goals. Keeping people calm and positive is a key skill, and they work hard to avoid conflict.

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# THE COLLABORATOR (Si)

A national farm hasn't played, this **Collaborator** is always eager to get everyone working together to achieve their goals. Keeping people united and positive is a top aim, and they work hard to avoid negative others.

The word cloud contains the following terms:

- SOCIAL
- GREGARIOUS
- WILLING
- OUTGOING
- POSITIVE
- WELCOMING
- OPTIMISTIC
- EMPATHIC
- POSITIVE
- PATIENT
- FRIENDLY
- STRENGTH
- COLLABORATIVE
- LISTENER
- SUPPORTIVE
- EMPHATIC
- INCLUSIVE
- TEAMWORK
- COOPERATING
- EMBARASSING
- SYNCRE
- CALM
- MOTIVATIONAL
- POSITIVE



Onward

**THE CHALLENGER (DC)**

The **Challenger** has high standards of themselves and expects around them. They **ask** the questions that need asking – none if it makes them unappeal – and their resolute leadership style can sometimes seem overly blunt or condescending.

**THE PERFECTIONIST (CD)**

The **Perfectionist** has high standards and is always looking for more consistent processes and methods. They can seem demanding, stubborn and fixed to the ways of others, and they won't settle for anything less than the best.

The **Challenger** has high expectations of themselves and everyone around them. They'll ask the questions that need asking – even if it makes them unpopular – and their resolute leadership style can sometimes seem overly blunt or condescending.



Onward

## THE ANALYST (C)

Being accurate is what drives the data-focused **Analyst**. They want the maximum retention of patterns and can be difficult to get to know, as they show personal restraint that keeps their reactions and feelings.

A word cloud shaped like a human head in profile, facing right. The words are in various sizes, colors, and orientations, representing traits of 'The Analyst'. The background is a solid teal color.

Words included: PRECISE, LOGICAL, ANALYTICAL, ACCURATE, PASSIVE, DETAIL-ORIENTED, CONSCIENTIOUS, SYSTEMATIC, TECHNICAL, FOCUSED, CRITICAL, COMPLAINT, FORMAL, ORGANIZED, PROBLEM-SOLVER, INFLEXIBLE, CONSISTENT, OBJECTIVE, RIGID, and SUBORDINATE.

## THE BOLDNESS (CS)

The personality type driven by **Modesty** is called the **Boldness**. They know what's coming next. Modest and far-minded, the **Boldness** likes to be well-prepared and will never let things get the best of them.

A word cloud shaped like a human head in profile, facing right. The words are in various sizes, colors, and orientations, representing traits of 'The Boldness'. The background is a solid teal color.

Words included: HUMBLE, RELIABLE, CAUTIOUS, STEADY, MODEST, CALM, TRUSTING, WELL-PREPARED, ACCEPTING, LISTENER, STRUCTURED, RIGID, WARM, SUBORDINATE, and MODERATE.

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**Onward**

The **Perfectionist** has high standards and is always looking for ways to improve processes and methods. They can seem determined, stubborn and blind to the needs of others, and they won't settle for anything less than the best.



## Oñwarc

## THE ANALYST (C)

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**Onward**

Being accurate is what drives the data-focused **Analyst**. They won't be swayed by emotion or pressure, and can be difficult to get to know, as they show personal restraint that hides their reactions and feelings.



## Onward


This personality type thrives in steady situations when they know what's coming next. Modest and fair-minded, the **Bedrock** likes to be well prepared and will never willingly let you down.



## Onward

# THE PEECEKEEPER (S)

The **Peercekeeper** values integrity and accountability and is always there to listen and support others. Though they may appear 'nearly' calm at times, open to all sides of an argument, they can always be relied on to find the way forward.



**STABLE**  
**DIPLOMATIC**  
**ANTICIPATING**  
**HELPFUL**  
**CALM**  
**THOUGHTFUL**  
**FRIENDLY**  
**LOYAL**  
**COOPERATIVE**  
**RESPONSIVE**  
**EASY-GOING**  
**STEADY**  
**SYMPATHETIC**  
**RELIABLE**  
**AMABLE**  
**FAIR**  
**LISTENER**  
**CAREFUL**  
**PERMISSIVE**  
**HESITANT**  
**PEACEFUL**  
**SINCERE**  
**CONSIDERATE**

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**Onward**  
with a purpose

Cautious and not one for surprises, the **Technician** is reliable and even-tempered. They won't rock the boat or take unnecessary risks, and want to focus on getting the job done right.



# THE PEECEKEEPER (S)

The **Peercekeeper** values integrity and accountability and is always there to listen and support others. Though they may appear 'nearly' calm at times, open to all sides of an argument, they can always be relied on to find the way forward.



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**Onward**  
with a purpose

The **Peacemaker** values sincerity and dependability and is always there to listen and support others, though they may appear overly cautious at times. Open to a wide range of an argument, they can always be relied on to find the win-win solution.



Onward

# What happens when...?

## In pairs:

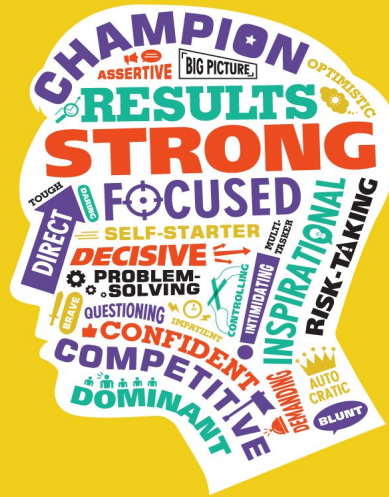
What might this group do well?

What challenges might they face?

How might they mitigate these challenges?

## THE WINNER (D)

Strength is crucial for the **Winner**, who needs to achieve results more than anything else. They'll take charge to get the job done and will always project confidence, but they may seem lacking in empathy and patience.



SOURCES: DISC Insights, (2018) The 'D' Personality Style Explained, discinsights.com | Bulavala, K. (2015) Understanding our D-style colleagues and friends, discinsights.com | Extended Disc, (2017) D-Sign Profile Type: Dominance, extendeddisc.org | Bulavala, K. (2018) High Examples of D-DISC personality types, discinsights.com

**Onward**  
Find Your Tribe

## THE TECHNICIAN (SC)

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**Onward**  
Find Your Tribe

# What's our goal?

**One of the defining features of a team is that they have a common goal**

## **Write down:**

What are your personal goals for the project?

What do you expect the goals of the team to be?

# Whose responsibility is it to ensure...

The group  
meets its  
targets

An individual's work  
is relevant to the  
goal of the team

An individual  
meets a personal  
goal

An individual  
feels valued

Differences of opinion  
are resolved well

An individual is not  
pushed around

Team roles are  
assigned to everyone's  
liking

The team wins

Decisions are well made

Two team members  
get along

An individual is heard

An individual feels supported in their role

An individual team member  
complete their assigned tasks

~Everyone~

~Someone~

~No-one~

# What's the first thing we discuss?

Imagine you have been shown the briefs and assigned a group for a project. Your group settles down for your first conversation.

**What do you discuss?**



## What happens when...

Tell us about a time you encountered conflict in a team.

How did you help to resolve it?



# Learning Support: here to help

## Face to face

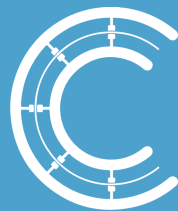
Monday morning Clinic

## Slack

[Kat.kiernan](#) and [Maria B-W](#)

## Email

[learning.support@codeclan.com](mailto:learning.support@codeclan.com)



Thanks\_

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# Making the most of teamwork

**Understand the different ways people behave in teams**

**Anticipating and overcoming challenges**

**Goal setting and sharing**

**Sharing responsibility**

Look at your personal goals.

**Which one is most important?**