CodeClan_

Bridging the digital skills gap

Group Projects & Teamwork

Why are we here?

- What do you think **the aim of the group projects**?

- What do you think you **should focus on** during the group project?

- What do you think you **should avoid doing** during the group project?

Making the most of teamwork

Focus for today:

- Understand the different ways people behave in teams

- Be able to anticipate challenges

- Know how to set goals and share these goals

- Understand the importance of sharing responsibility

- Understand the importance of empathy in teamwork
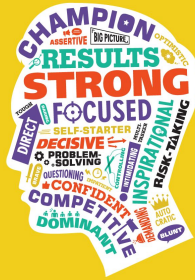
The DiSC model_

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

12 personality types of teamwork

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.

THE SEEKER (Di)

The fast-paced **Seeker** is always looking for new opportunities that will result in quick wins. They're charming but easily bored, and always ready to stretch the boundaries of what's normally done to achieve the best results.

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 victories. They are often passionate leaders and may feel stifled and frustrated by more conservative and cautious environments.

THE ENTHUSIAST (i)

The **Enthusiast** is a social butterfly, always happiest when gaining popularity and the approval of their peers. They're energetic and expressive, and are especially skilled at building networks – the ones to go to when you need someone who knows someone.

THE BUDDY (iS)

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

THE COLLABORATOR (Si)

A natural-born team player, the **Collaborator** is always eager to get everyone working together to achieve their goals. Keeping people upbeat and positive is a key skill, and they work hard to avoid upsetting others.
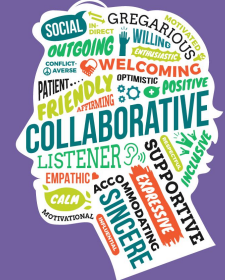
THE CHALLENGER (DC)

The **Challenger** has high expectations of themselves and everyone around them. They'll ask the questions that need asking – even if it makes results more unpopular – 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 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.

THE ANALYST (C)

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.
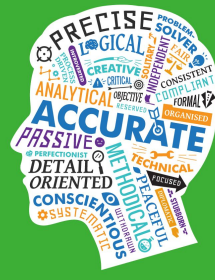
THE BEDROCK (CS)

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.

THE TECHNICIAN (SC)

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 PEACEKEEPER (S)

The **Peacekeeper** values sincerity and dependability and is always there to listen and support others, though they may appear overly cautious at times. Open to all sides of an argument, they can always be relied on to find the win-win solution.
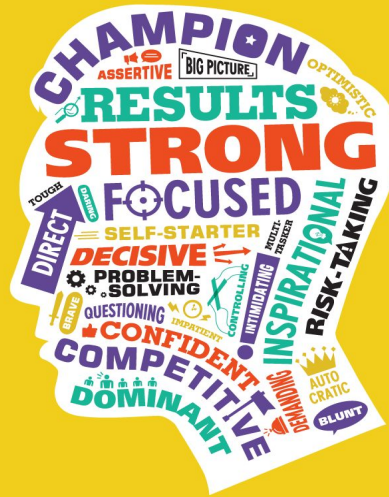
What happens when...?

In pairs:

What might this group do well?

What challenges might they face?

How might they mitigate these challenges?

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 team member complete their assigned tasks

An individual feels supported in their role

~Everyone~

~Someone~

~No-one~

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 first?

What happens when...

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

How did you help to resolve it?

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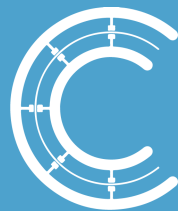
Learning Support: here to help

Face to face

Monday Drop-in

Slack

Kat.kiernan and Maria B-W

Email

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Thanks_