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Assignment 7.3

Interpersonal Relationships on a Project

In a hypothetical project to develop an Intranet several people working on the project have become confused as to who should do what for their portion of the project. The project team consists of a project manager, a programmer/analyst, a network specialist, and a business analyst. The primary issue that has come up on this project is working effectively with the user group during the testing phase. The project manager is aware of several of the team members being introverted and strong thinking types and several others are extroverted with strong feeling types. In order to overcome the communication problems associated with this project, the project manager would have to assess the personality types of the project team, the personalities of the user group, and develop a plan to leverage the strengths of both organizations.

The first step of solving this problem appears to already have been completed. The project manager is aware of which team members are more introverted/thinkers and who is extroverted/feelers. Using this information, the project manager should break the team up into two groups based on those personality strengths. These team members would probably work together much more effectively due to sharing similar communication styles and general mindsets.

The next step would be to evaluate the members of the user group to establish each individual members’ rough personality type. I don’t believe that a full formal assessment would be necessary but perhaps a group email asking a couple questions and requesting a response should be enough.

Using the personality information from the user group, the project manager should split up the user group into separate groups based on their personalities and pair those groups up with the similarly split members of the project team. Matching people together based on their personalities would help facilitate communication and could prevent interpersonal conflicts from forming. This would also help keep the testing of the project on track because members of the user group and the project team would be communicating and connecting with each other through their shared personality traits. The project manager in this hypothetical situation would ultimately be responsible for keeping each segment on task, but these pairings should help facilitate that process.