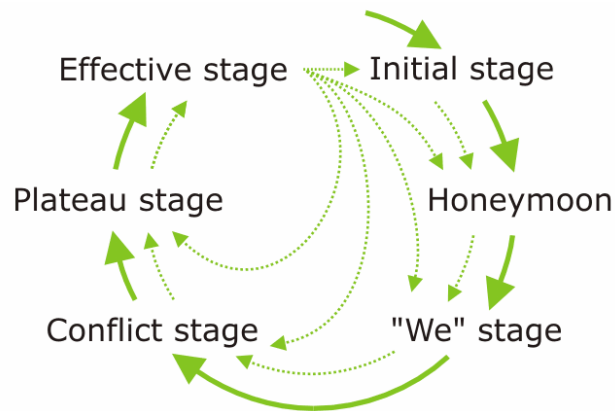




Working in groups...



The life cycle of a group





Roles: So, what do you bring to the project and the team?



Roles...

Each member in a team has (at least) two different roles...

- *Professional role (programmer, project leader...)*
- *Some of these also define hierarchy, e.g. system architect typically superior to programmer)*
- *Team role*

Other factors like personal likes and dislikes also affect the balance in a group

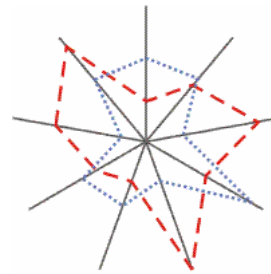
We can read a person's CV...

...but how do we know
if they will fit into the
group?

Measuring personalities

Jung tests

- *Introversion/Extroversion*
- *Intuition/Sensing*
- *Thinking/Feeling*
- *Judging/Perceiving*
- *ESTP, ITP etc*



The Enneagram

- *A nine factor personality system*

Measuring personalities

The Big Five, aka SLOAN

- *Extroversion - Social vs. Reserved type*
- *Emotional Stability - Limbic vs. Calm type*
- *Orderliness - Organized vs. Unstructured type*
- *Accommodation - Accommodating vs. Egocentric type*
- *Intellect - Intellect - Non-curious vs. Inquisitive type*
- *SLOAN, RCUEI etc...*

Belbin

Team roles

How people act when being part of a (professional) team

Eight roles plus one supportive

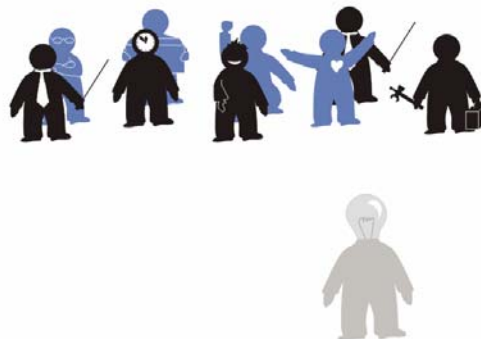
All are necessary!

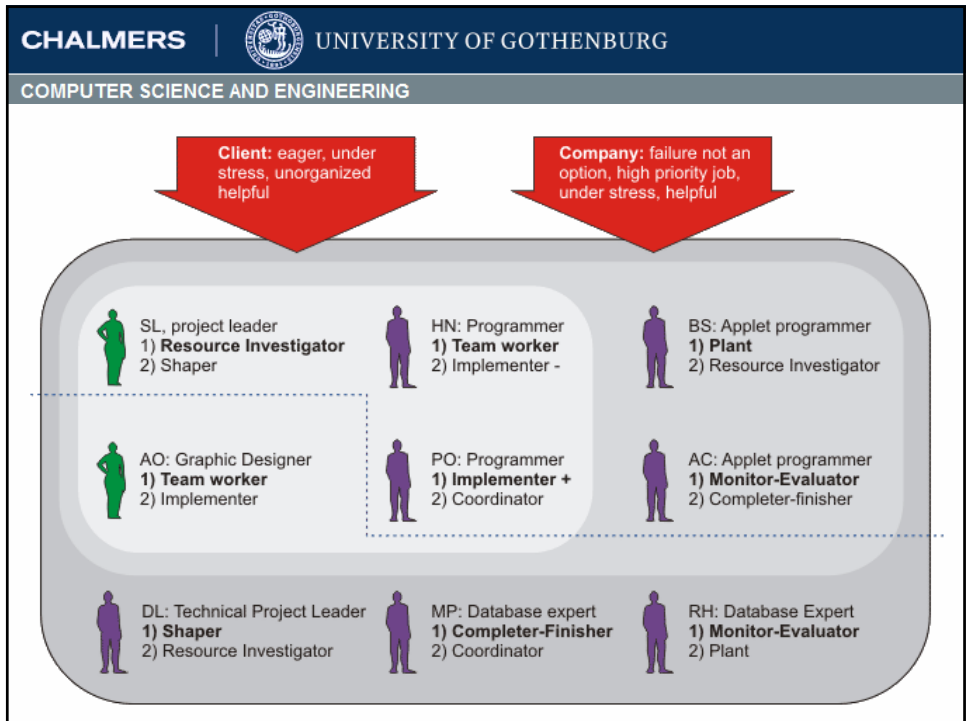
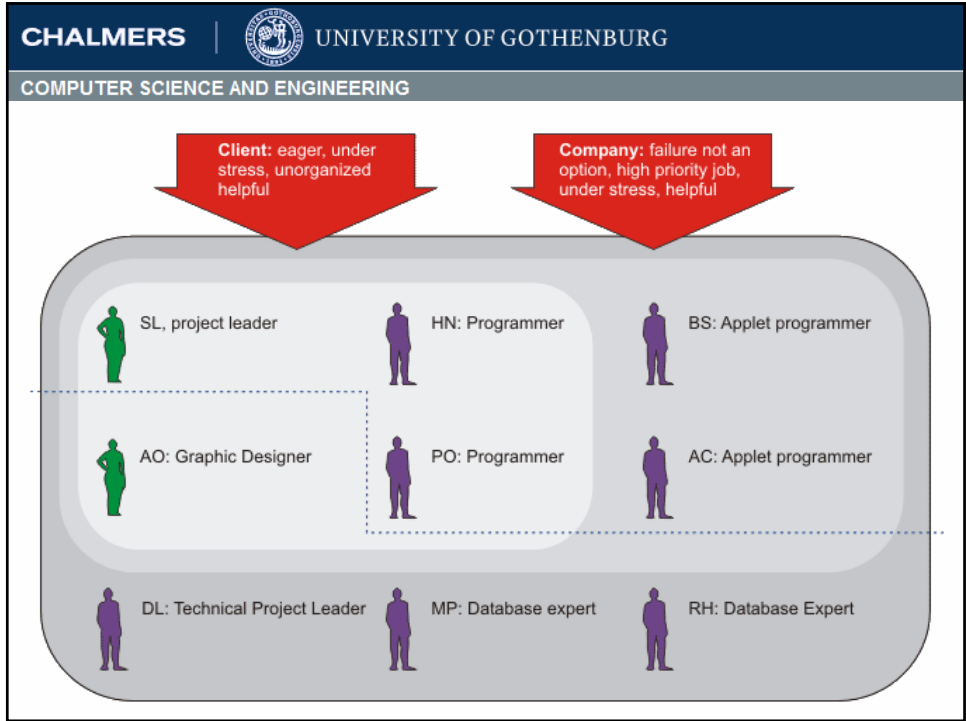


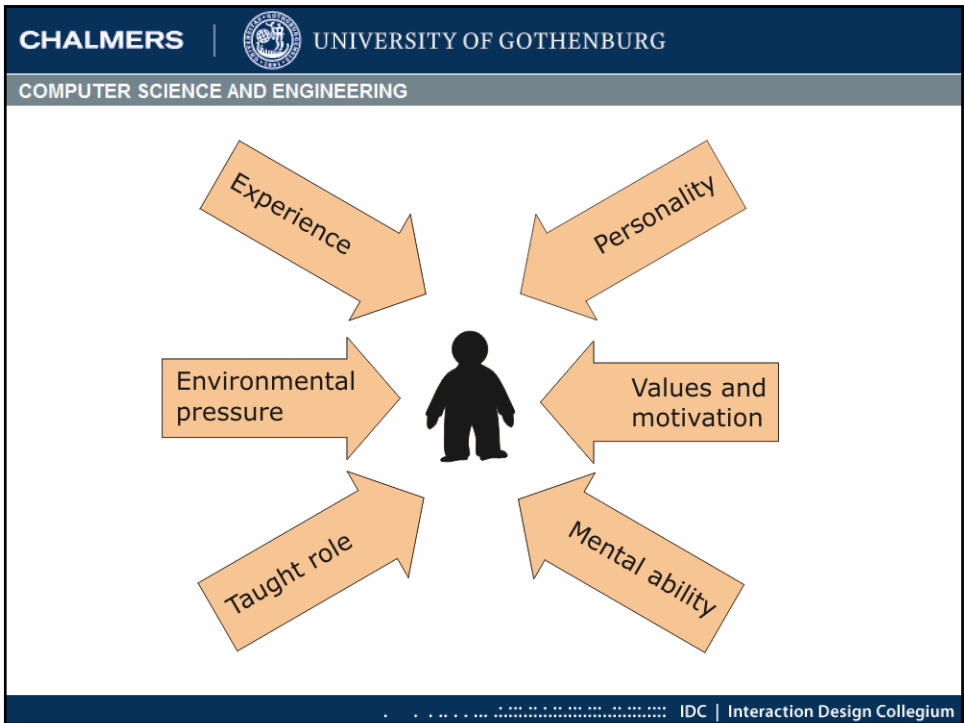
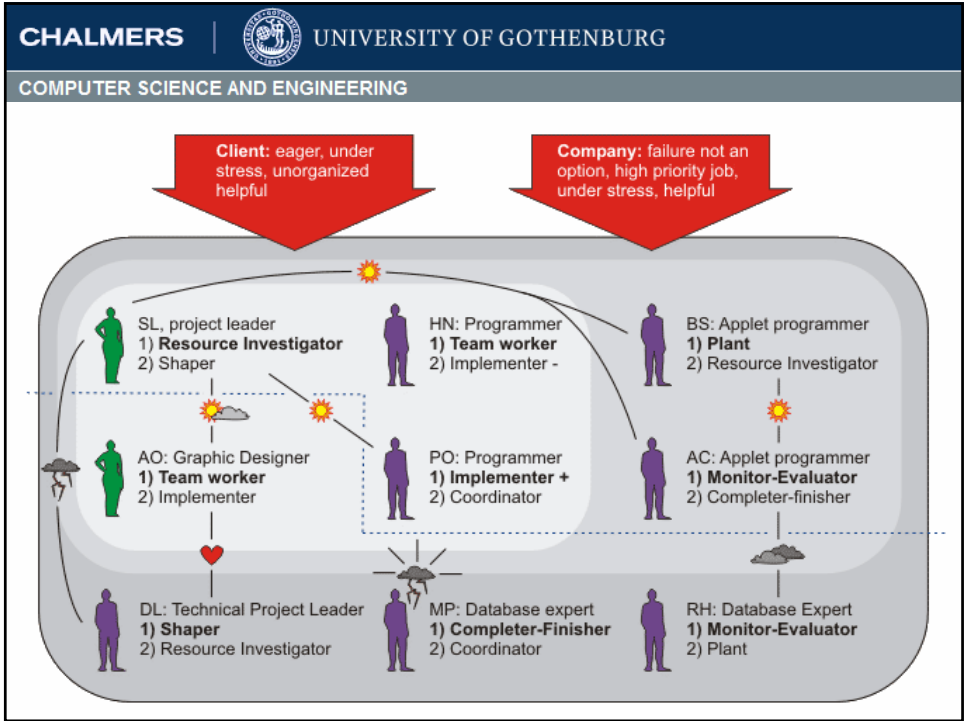
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Everyone has a primary and a secondary team role (and so on...)

We take on the role(s) needed







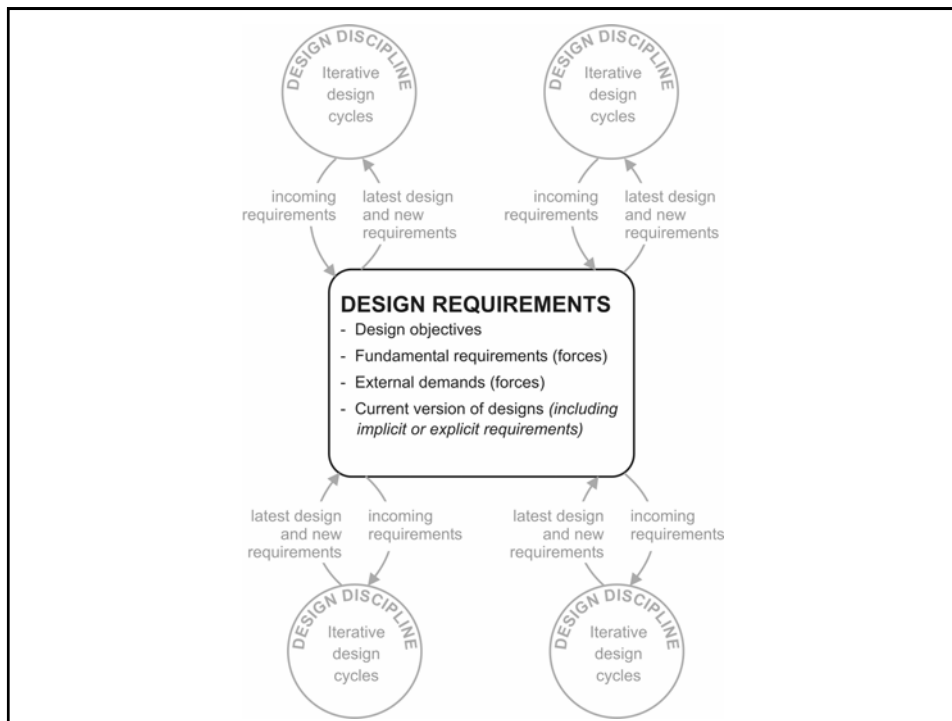
Forces-clashes-remnants

Work in multidisciplinary projects

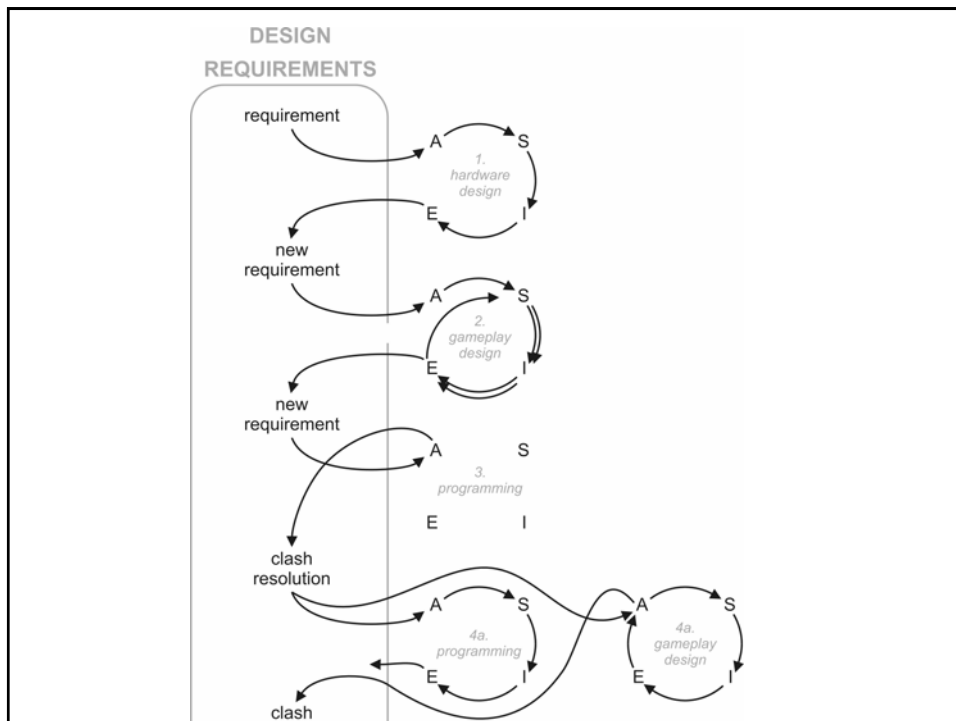
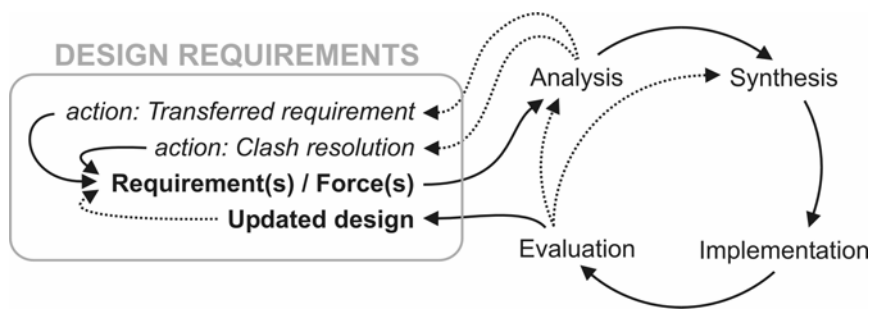
- *Forces & Requirements*
- *Clashes*
- *Remnants*

Design Requirements

- *Design objectives*
- *Fundamental requirements and external demands (forces)*
- *Current version of design (including explicit or implicit requirements)*



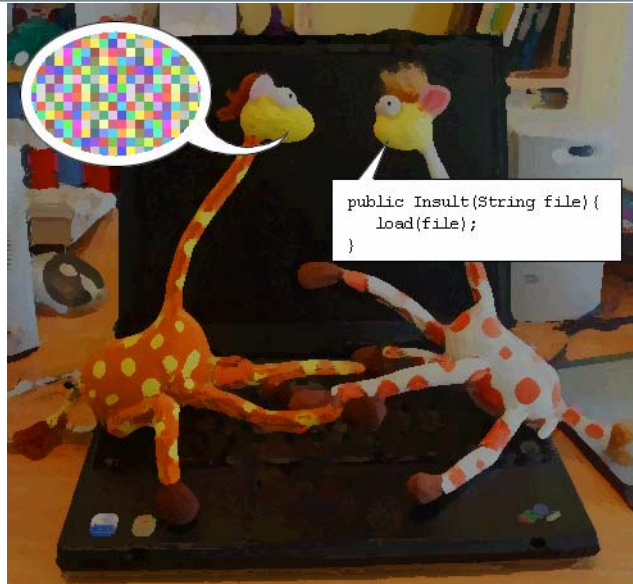
Forces-clashes-remnants



Advice

Speak "same language"

Workload spreads out differently depending on discipline



Advice

Tight communication, work together as much as possible



Advice

Beware of culture clashes...

- *Not only natural cultures but more importantly*
- *designer / HCI-culture clash!*

When planning and choosing project idea... resource management

- *What are your skills/strengths?*
- *Level of ambition?*
- *Other resources at hand?*

Advice

When planning your project

- *Lots of small deadlines*
- *Slack*
- *The π -factor*
- *Risk/possibility matrixes; Severity/impact (1-5) vs risk/possibility (1-5)*
 - *E.g. swine flue: severity = 2, risk = 3. Way to counter; plan for slack, make sure to share responsibilities*
 - *E.g. winning the prize: impact = 5, possibility = 2? Raise possibility... How?*



Advice

Make sure that you share responsibility and knowledge

- *The bus factor*
- *But still divide tasks; everyone cannot do everything, that takes too much time*

Establish good means of communication to keep track of the project

- *Blog? Wiki?*
- *Not only email...*



Write a group contract

Discuss

- *Levels of ambition*
- *What happens if someone doesn't do what they are supposed to?*
- *How are decisions made? By a project leader? Consensus? Voting?*



Good luck!!!

Questions/comments?