



Research Goals

1. Determine if relationships exist between personality types and team satisfaction
2. Determine if heterogeneous or homogeneous team comps produce more satisfaction
3. Determine which personality type impacts team satisfaction the most

Inspiration

1. Interest in how personality assessments can predict a person's satisfaction with a team
2. Interest in personality compositions and how those relate to team satisfaction

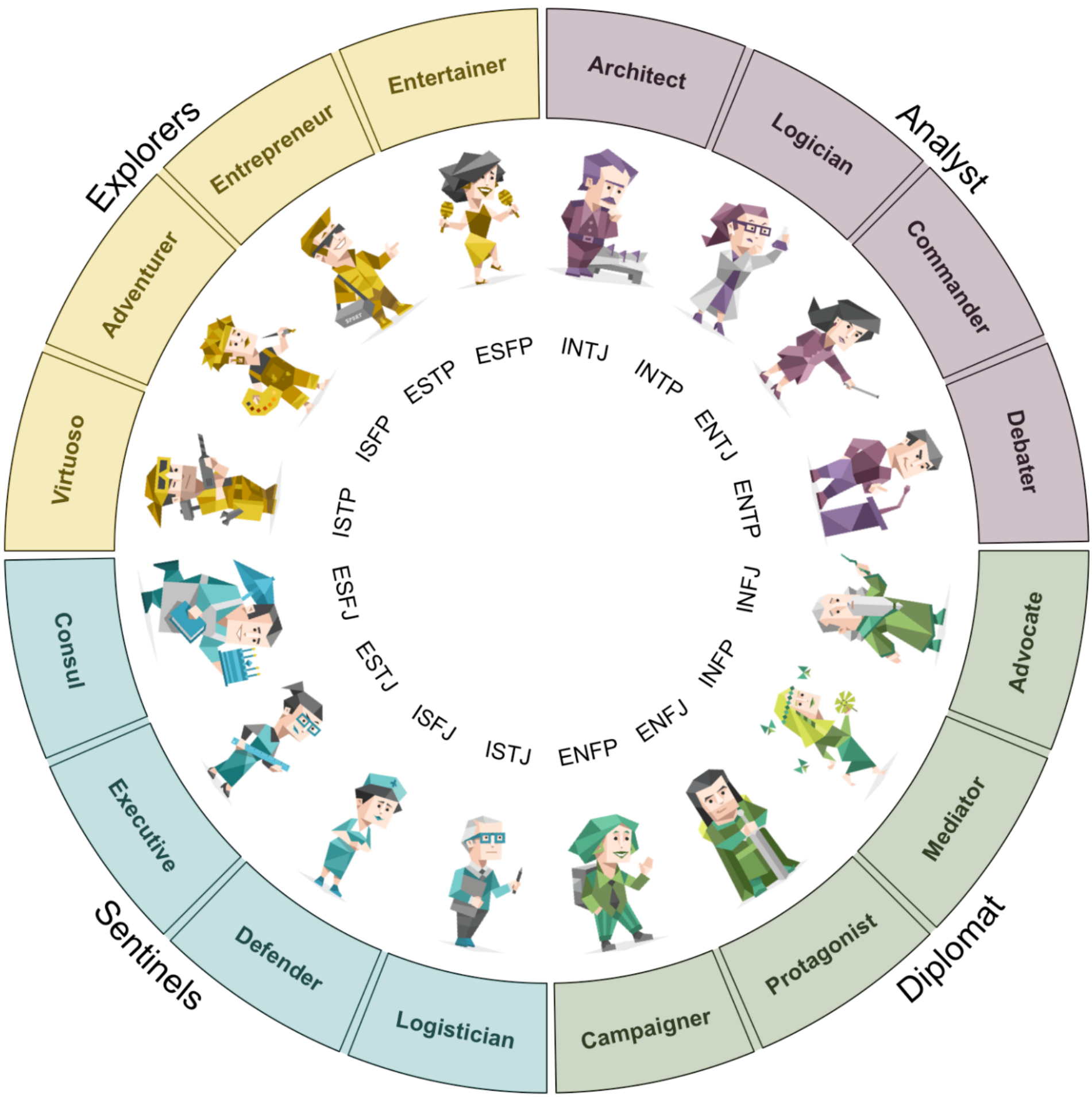
The Relationships Between Personality Types and Project Management Team Satisfaction

This research studies the relationships between personality types in Project Managers and Project Engineers and how they relate to project team satisfaction. Goals this research set out to accomplish include: finding relationships between personality types and team satisfaction, determining if heterogeneous or homogeneous team compositions yield greater levels of satisfaction, and determining if certain personality types influence team satisfaction more than others. In order to answer these goals, a specific study was conducted comparing two project teams composed of PMs and PEs. These teams were instructed to complete the NERIS Type Explorer® along with a Likert Scale questionnaire to self-assess their level of satisfaction with their respective team. In addition, participants were instructed to elaborate after answering each question to further explain their reasoning for each rating. After comparing the results of the NERIS Type Explorer® to the questionnaire, both project teams displayed similar levels of satisfaction while exhibiting different personality types and compositions. This result yielded no significant correlation between personality type preferences and team satisfaction. Though small, a relationship was discovered with the Mind personality facet where team A displayed higher levels of the extraverted preference along with higher levels of satisfaction with regards to communication and cooperation.

Key Words: Personality Types, NERIS®, Project Management, Teams, Relationship

Methodology

1. Two Project Teams composed of Project Managers and Project Engineers
2. Each participant completed the NERIS Type Explorer on 16personalities.com
3. Each participant completed a Likert Scale Questionnaire to measure team satisfaction
4. Additional explanation was provided by the participants on their questionnaires for certain ratings



Source: 16Personalities

Results

1. The bar chart depicts the personality type compositions of the two project teams. The table below it depicts the levels of satisfaction for each team.
2. The results show that even though personality types differed between the two teams, levels of satisfaction were nearly identical.

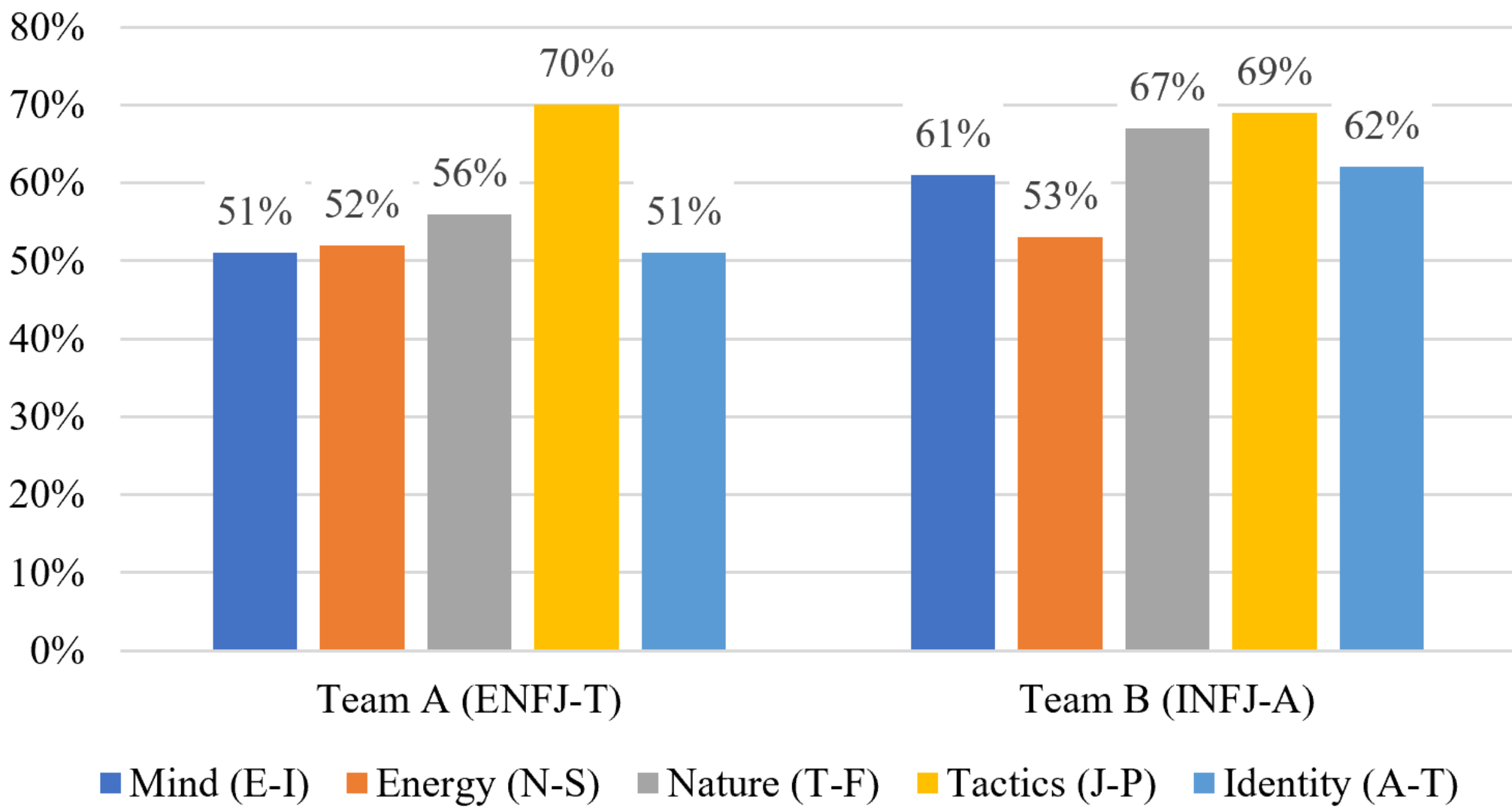


Table 1: Project Team Questionnaire Ratings

	Team A	x/5	Team B	x/5
Communication		3.83		3.5
Cooperation		3.75		3.25
Energy		4		3.5
Synchronization		4.13		4.13
Total		15.71		14.38

Discussion

1. The Mind (E-I) facet had the most impact on the difference between the two team ratings. Team A showed higher levels of Extraversion and higher satisfaction levels in communication cooperation and energy.
2. Team A was more heterogeneous in composition - higher satisfaction
3. Other possible factors that influenced ratings include: project phase, familiarity, inexperience/youth, personality test accuracy
4. Future Research: study a team for the whole duration of project, add the additional variable to see if that has an effect on satisfaction