

RESEARCH OUTPUTS / RÉSULTATS DE RECHERCHE

The impact of personality traits on affinity towards agile philosophy

Matton, Nicolas

Publication date:
2024

Document Version
Publisher's PDF, also known as Version of record

[Link to publication](#)

Citation for published version (HARVARD):

Matton, N 2024, 'The impact of personality traits on affinity towards agile philosophy', Grascomp Doctoral Day, Louvain-La-Neuve, Belgium, 9/09/24 - 9/09/24.

General rights

Copyright and moral rights for the publications made accessible in the public portal are retained by the authors and/or other copyright owners and it is a condition of accessing publications that users recognise and abide by the legal requirements associated with these rights.

- Users may download and print one copy of any publication from the public portal for the purpose of private study or research.
- You may not further distribute the material or use it for any profit-making activity or commercial gain
- You may freely distribute the URL identifying the publication in the public portal ?

Take down policy

If you believe that this document breaches copyright please contact us providing details, and we will remove access to the work immediately and investigate your claim.

THE IMPACT OF PERSONALITY TRAITS ON AFFINITY TOWARDS AGILE PHILOSOPHY

Nicolas Matton (nicolas.matton@unamur.be) UNamur - Computer Science Department

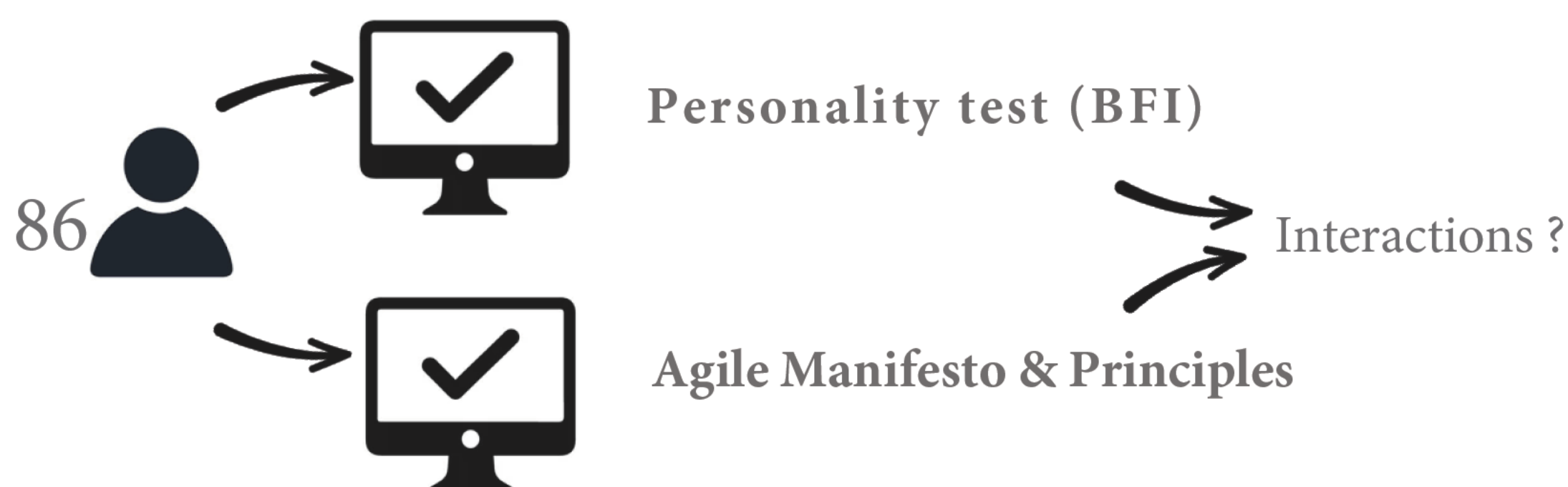
INTRODUCTION

Agile methodologies have revolutionized software development and team management by emphasizing flexibility, collaboration, and customer satisfaction. As Agile practices become increasingly prevalent, understanding the factors that influence their adoption is critical. This study explores the intriguing intersection between individual personality traits, as defined by the Big Five model, and their affinity towards Agile philosophy and principles. It investigates how these traits affect individuals' perceptions, acceptance, and implementation of Agile methodologies, providing insights into optimizing team dynamics, project success and members inclusion. The research is guided by a critical question: "How does an individual's personality affect their perception of Agile methodologies?"

OBJECTIVES

1. Examine the influence of individual personality traits on the inclination towards Agile practices.
2. Identify which of the Big Five personality traits significantly impact an individual's affinity for Agile philosophy and principles.

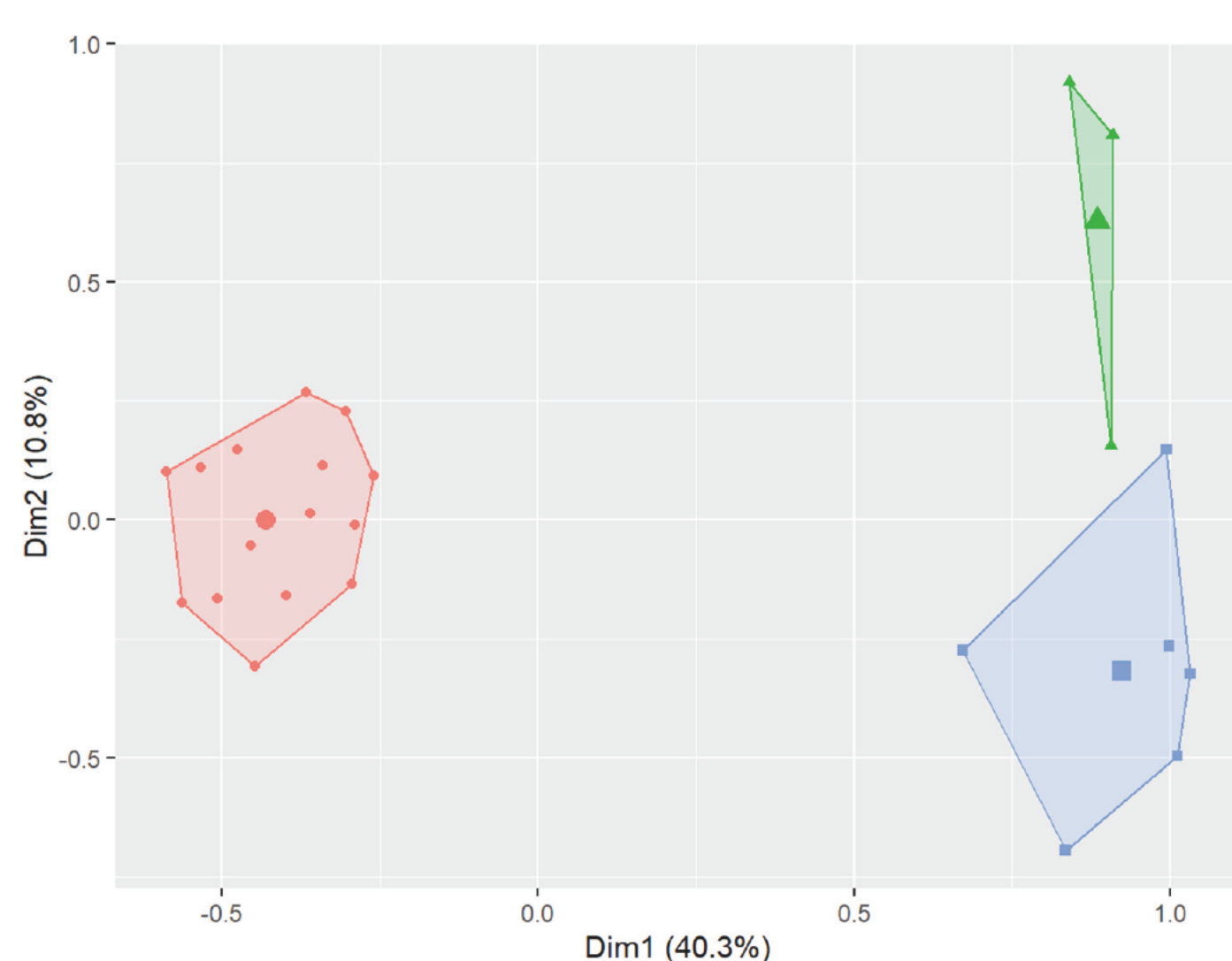
METHOD



RESULTS

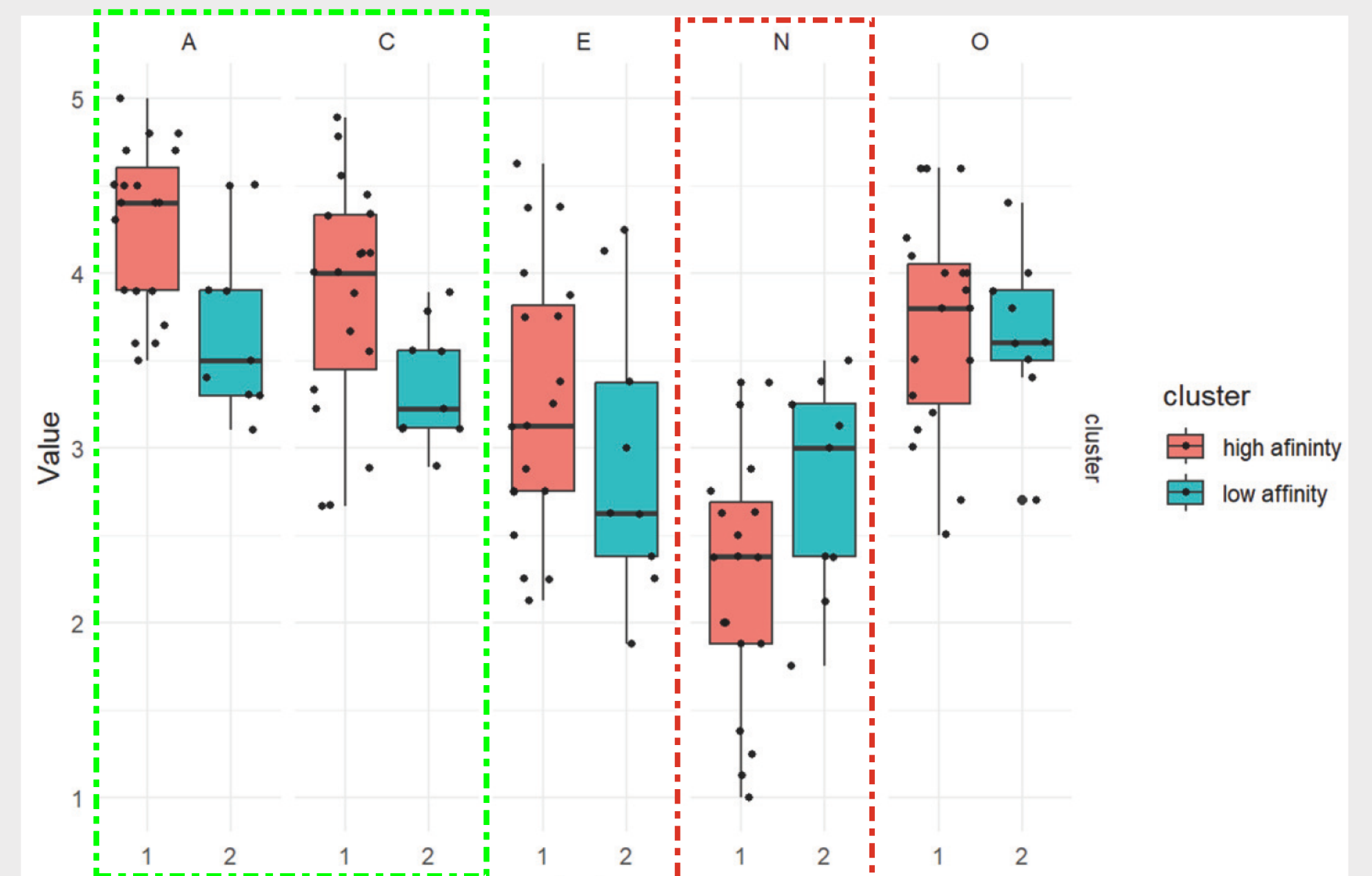
Three out of the five personality traits exhibit significant correlations with Agile affinity

- Agreeableness and Conscientiousness are positively correlated with high Agile affinity (individuals with higher levels of these traits tend to have a greater affinity for Agile practices)**
- Neuroticism showed a negative correlation*



Association of respondents based on their affinity to agile principles

*alpha 0.10; **alpha 0.05



DISCUSSION

The findings suggest that personality traits play an important role in the adoption and effective implementation of Agile practices. Understanding these dynamics can help team leaders and managers in understanding and supporting teams more effectively, ensuring a smoother adoption of Agile methodologies. This research underscores the importance of considering individual differences in the context of team composition and project management strategies, potentially leading to more personalized approaches to Agile training and development.

CONCLUSION

This study contributes to a deeper understanding of how personality influences Agile methodology adoption. By highlighting specific traits that correlate with a positive affinity towards Agile, we provide valuable insights for optimizing team performance and project outcomes. Future research could further explore these relationships, examining how other factors, such as team size and project complexity, interact with personality traits to influence Agile success.

FUTURE WORKS

Building on our study of theoretical affinity towards Agile, future work will examine the relationship between personality traits and actual adherence to Agile practices. We aim to understand how personality influences comfort and effectiveness in daily Agile activities, providing insights into the practical impact of individual differences on Agile implementation.