FIRST... WE HAVE A TEST!

Well... it’s more like a questionnaire:

While we are waiting to start:

- Please go to goo.gl/CLRPSH (case sensitive) and please participate in the online questionnaire.
- Or use the link embedded in the QR code:
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Agile Coach, Teacher & Speaker
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- Canadian Armed Forces Reserve – ~10 Years
- Teacher 1999 – 2007
  - Rockyview School Division
  - Wakayama Prefectural BoE
  - Halton District School Board
- IT Project Manager 2010-2012
- Agile Practitioner 2009 – Present
  - Kanban User
  - Scrum Master
  - Agile Coach
  - Scrum Master
  - Agile Coach
- Conference Speaker 2018 – Present
- Fire Poi Spinner
MULTIPLE INTELLIGENCE THEORY

An Agile Perspective on How It May Be Used

Stuart Oakley
“If a seed of lettuce will not grow, we do not blame the lettuce. Instead, the fault lies with us for not having nourished the seed properly.”

- Buddhist Proverb

For latecomers please complete the questionnaire at goo.gl/CLRPSH
What do these people have in common?

For latecomers please complete the questionnaire at goo.gl/CLRPSH
WHAT IS MULTIPLE INTELLIGENCE THEORY?

“The different ways we learn and process information”

For latecomers please complete the questionnaire at goo.gl/CLRPSH
WHAT IS INTELLIGENCE?

Dr. Gardner defines Intelligence as:

“the capacity to solve problems or to fashion products that are valued in one or more cultural setting”

~ Gardner & Hatch, 1989

For latecomers please complete the questionnaire at goo.gl/CLRPSH
HOW CAN THIS HELP?

• Identify potential knowledge and learning diversity among team members.
• May serve as a tool for recognizing, respecting, and benefiting from diversity in the workplace (a simple alternative to Myers-Briggs).
• By having a deeper understanding of each other, we may improve “individuals and interactions” - a preference in the Agile Manifesto.
The 8 Intelligences

For latecomers please complete the questionnaire at goo.gl/CLRPSH
WORD SMART – VERBAL/LINGUISTIC

• The ability to: use language effectively both orally and in writing.
• Typically good at memorizing information.

• Likes to: read, write and tell stories.

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BODY SMART – BODILY/KINESTHETIC

• The ability to: use the body to physically express ideas and feelings, and to even solve problems.

• Likes to: move around, touch, and communicate using body language.

Please complete the questionnaire at goo.gl/CLRPSH
PICTURE SMART – VISUAL/SPATIAL

• **The ability to:** recognize form, space, colour, line, patterns and shape to graphically represent visual and spatial ideas.

• **Likes to:** draw, build, design and create things, daydream, look at pictures/slides, watch movies and play with machines.

Please complete the questionnaire at [goo.gl/CLRPSH](https://goo.gl/CLRPSH)
MUSIC SMART – MUSICAL/RHYTHMIC

• The ability to: recognize rhythm, pitch and melody.

• Likes to: sing, hum tunes, listen to music, play an instrument and respond to music.

Please complete the questionnaire at goo.gl/CLRPSH
NATURE SMART – NATURALIST

• The ability to: recognize and classify plants, minerals, and animals.

• Likes to: be outside, with animals, geography, and weather; interacting with their surroundings and the natural environment.

Please complete the questionnaire at goo.gl/CLRPSH
SELF SMART – INTRAPERSONAL

• The ability to: know about and understand oneself, and recognize one’s similarities to and differences from others.

• Likes to: work alone and pursue own interests.

Please complete the questionnaire at goo.gl/CLRPSH
The ability to: understand another person's feelings, motivations, and intentions and to respond effectively.

Likes to: have lots of friends, talk to people, and join groups.

Please complete the questionnaire at goo.gl/CLRPSH
NUMBER REASONING SMART – LOGICAL/MATHEMATICAL

• The ability to: use numbers effectively, to see complex patterns, and rationalize and reason outcomes.

• Likes to: run experiments, figure things out, work with numbers, ask questions and explore mathematical relationships.

Please complete the questionnaire at goo.gl/CLRPSH
Multiple Intelligences - Radar Comparison

- **Average**
- **Minimum**
- **Maximum**

RESULTS
What May This Lead To?

At a **Personal Level**

- This may provide greater insights as to your own personality, your own paths of learning, and how to embrace who you are.
- It may provide you with a deeper appreciation for the position that others have on topics, including how to connect with them, how they learn, what they perceive, and why.

At a **Team Level**

- This may help tailor a new team to be more diverse and less homogeneous.
- This may help teams create strategies and identify specific helpful activities towards developing a mutually beneficial “continuous learning mindset”.
- For an existing team it may help them better understand, appreciate and identify with their own unique needs and expectations.
Some Options:

• Product Backlog Writing and refinement exercises.

• Peer technical writing.

• Collaborative exercises to create alignment statements about product and/or team vision and purpose.

• Linguistic team building exercises (e.g. Scrabble competition, word or terminology challenges).
BODY SMART – BODILY/KINESTHETIC

Some Options:

- Warm-ups before Sprint Events.
- Physical consequences (e.g. push-ups) for violating team agreements.
- Use standing workstations in the physical work environment.
- Physical team building exercises (e.g. segway races, charity cycle or 5K runs, team dragon boat entry).
PICTURE SMART – VISUAL/SPATIAL

Some Options:

• Team drawing activities (e.g. painting, drawing).

• Give the team authority to get visually creative with their team room and Sprint Wall.

• Visual and Spatial team building exercises (e.g. Story Mapping (to identify patterns and gaps), Customer Experience Journey Maps, Vision Canvassing, Product Visualization - e.g. the Product Box exercise, marketing campaigns, promo videos, etc).
MUSIC SMART – MUSICAL/RHYTHMIC

Some Options:

• Name that tune challenge during Daily Scrum / Sprint Events.

• Music periods in the Team Room.

• Musical consequences (e.g. sing-a-song) for violating team agreements.

• Team choose an appropriate theme song for a Sprint (e.g. based on Sprint Goal or key learnings) and play it prior to the Sprint Review.
NATURE SMART – NATURALIST

Some Options:

• Have Sprint Events (e.g. Daily Scrum or Sprint Retrospectives) outside when practical.

• Plants encouraged in the team work space.

• Plant identification Retrospectives.

• Naturalist team building exercises (e.g. evening “firepit” gatherings, camping or canoeing excursions, maintain a team garden at the workplace).
Some Options:

• Allow for the team to have more “me” time (not in a team room).

• Meditation or quiet time.

• Scrapbooking or create your personal reflections on work.

• Voluntary sharing sessions for team member interests or hobbies.
Some Options:

- Swarming a product increment or team challenge (e.g. Product Backlog Item or feature, common impediment or obstacle).
- Huddle Collaboration.
- Interpersonal team building exercises (e.g. breakfast cooking, pizza making, escape rooms).
NUMBER REASONING SMART – LOGICAL/MATHEMATICAL

Some Options:

• Analysis of team diagnostics & metrics.

• Hack-a-Thons or Coding Dojos.

• Mathematical consequences (e.g. formulas) for violating team agreements.

• Design and build architecture.

• Numeric team building exercises (e.g. logic puzzle games, memorize PI competition, build a videogame).
Multiple Intelligence Theory provides a set of tools that may help you to better understand the people you work with.

In leveraging this knowledge, you can work to improve relationships, improve your effectiveness in helping others learn, and appreciate the diversity of the people you frequently interact with and rely on. In turn this may help accelerate your team to a higher performing state.
How Can You Use This?

As a **Team Member**

- Explicit trust among team members is critical to becoming high-performing. Knowing how your fellow team members learn and think may help you better express your thoughts and ideas, build lasting interpersonal relationships with them, and create a trust environment.

As a **Scrum Master**

- A key goal of a Scrum Master is to help a team improve. Knowing how your team learns helps you connect with them, it helps you improve them through meaningful and purposeful learning experiences, and it may even foster a continuous learning mindset.

As a **Coach**

- A key goal of a Coach is to help a team and its individuals realize their own potential. Leveraging appropriate learning methods may help teams discover the value of “learning about learning” and potentially even inspire the team to collectively own the challenges they face as learning opportunities rather than impediments.
Questions?
Further Reading

The original Multiple Intelligence test used in this presentation:

https://bit.ly/2mCI0b6

References:

http://growingwithyourchild.com/multiple-intelligences-an-overview-for-parents/


http://www.springhurst.org/articles/MItheory.htm
Like What You Saw?

- Please let me know
- Come and talk to me
- Or at least send me an email