

Individual report by Eduardo Serra

Personal summary of participation on the team project

- **Doing a personality test:** I greatly enjoyed this task. The link provided to do the test was quite helpful as I was not able to find a proper test in Spanish. The Jung/Enneagram test at [similarminds.com](https://www.similarminds.com) proved to work quite well regarding the result. Furthermore, as I said in the report, I repeated the test twice and enjoyed investigating, not only about my personality but also about the Myers-Briggs and Enneagram Type Indicators. It is also interesting to observe how the personalities manifest inside the team.
- **Finding area of being useful:** this task was a bit hard due to two reasons: first, the three of us could not meet at the same time during this period of time; and second, it was not easy to find an original service that either we liked or did not exist yet.
- **Describing area by the means of BMC:** we had some trouble understanding some parts of the BMC, particularly the Key Partners block. Fortunately, the teacher's feedback helped us understand that the Key Partners are those who help our company carry out a better service. The feedback was also essential to make us understand better *orto*, *para* and *metaprocesos*.
- **Doing the financial analysis:** as we stated on the last report we found hard to calculate the financial estimates, probably due to a lack of experience. Now I understand that although it is a hard task, it is a very important part of any project as it provides a plan to follow which can be changed with time.
- **General summary of tasks:** I found starting with the personality test as a great idea to introduce the student to the project. It is something different, the student learns about himself/herself and, in my case, it increased my motivation towards the project. I also found very motivating when we decided the usefulness of the startup. Using the Business Model Canvas showed us about all the details we needed to take into account when modeling our startup. The financial analysis was the part I enjoyed the least. I believe this was due to the lack of experience and a feeling of insecurity, I always had the feeling that we were missing things on the estimate. Nevertheless I understand it is a difficult but essential task.

Last semester, in Spain, I had a course where we had to create a startup an approach different to the Management by Competencies. I, literally, hated it although I have always been very curious about this process. Disregarding the reasons, my impression was that creating a startup was a real annoyance. I am glad to see that I was wrong. The Management by Competencies approach offers

an easy and clear way to accomplish our goal in a way that fixes the issues that arise using a Management by Objectives approach.

Working on the project helped us understand each topic we were working on, furthermore I noticed that a person or a team working on something provides you with a better understanding on no matter what. One of the things I liked the most was to realize about how important the human factor is when working in a team, how to make the most of each member's potential... For instance, knowing my colleagues' personality gave me a better understanding of how the team will look like and what tasks could be more appropriate for each of us. Also, the fact that none of us in the team were Czech helped us to feel more comfortable although we did not know each other at all.

I think that I probably took the role of the team leader, I tried to be a sort of project organizer and also took charge of sending the project to the teacher. Of course, the task would have been impossible to do it without Tamara and Guillermo whose work and dedication have been impeccable. One of the things I enjoy most of working in a team is to deal with the team members, each time I become part of a work team I take it as a challenge to observe the different team members, how they behave, work etc. Should any conflict arise I try to find the best way to deal with it and the members implied and eventually find the best solution for all.

I am also very pleased with the rhythm and the arrangement of each phase of the task. Thanks to this arrangement the evolution of the project occurs very easily from the point of view of the students.

Finally I must confess it is not an easy task for me to write this kind of essays even more in English.