

JOURNÉE AGILE 2026 - 22/05/2026

Tout le monde est-il
adapté à l'agile ?
Ajuster les pratiques
aux personnalités

Nicolas Matton

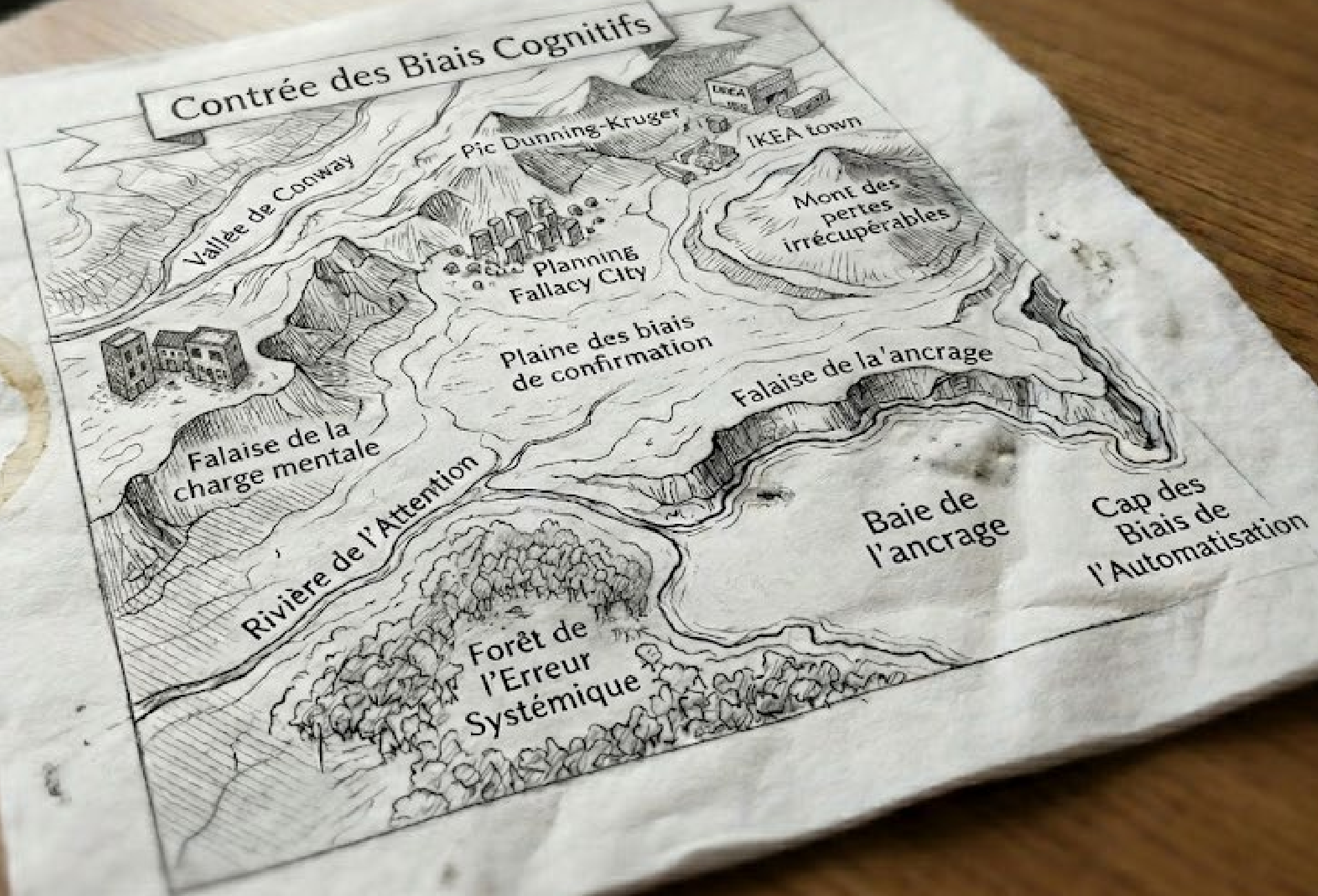


UNIVERSITÉ
DE NAMUR

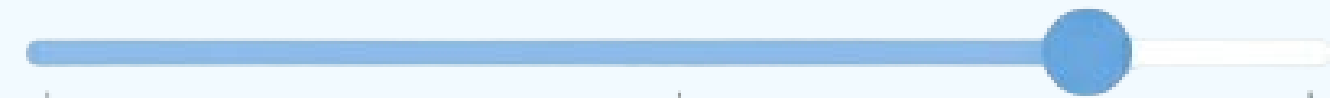




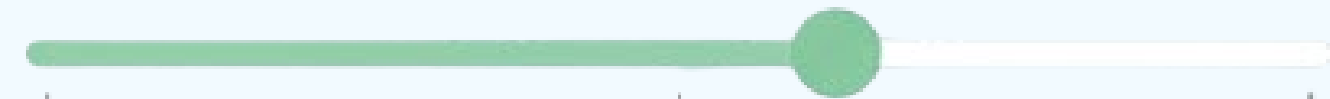
Contrée des Biais Cognitifs



O - OUVERTURE À L'EXPÉRIENCE



A - AMABILITÉ



C - CONSCIENCE



N - NÉVROSISME



E - EXTRAVERSION



INTJ
(Architecte)

ISTJ
(Inspecteur)

ENTP
(Débateur)

ISFJ
(Défenseur)

INFP
(Médiateur)

ENFJ
(Protagoniste)

INFJ
(Avocat)

ESTJ
(Directeur)

ESTP
(Entrepreneur)

Les Limites de la Rigidité

Clivage Artificiel

On est soit "rouge", soit "bleu". La frontière est nette, ce qui occulte les nuances intermédiaires

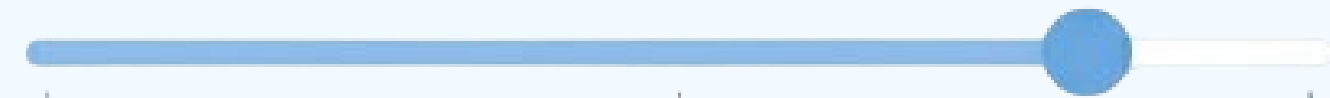
Effet d'Étiquetage

Le risque de s'enfermer dans un type et de limiter son propre potentiel de changement (rigidité comportementale)

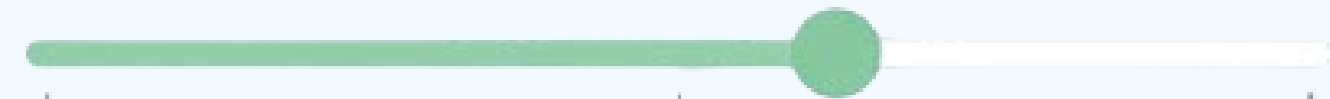
Faible Validité

Difficulté à reproduire les mêmes résultats dans le temps (fidélité test-retest souvent critiquée).

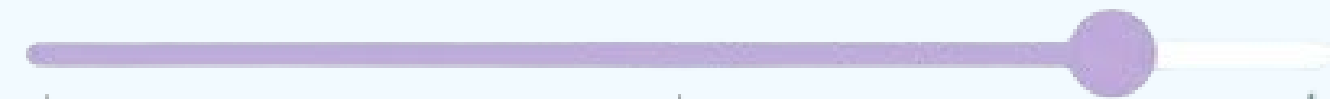
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(Directeur)

ESTP
(Entrepreneur)

Ouverture (O)

Curiosité intellectuelle, imagination et goût pour la nouveauté.

Curseur : Conventionnel vs Créatif.

Amabilité (A)

Tendance à être compatissant et coopératif plutôt qu'antagoniste.

Curseur : Compétitif vs Conciliant.

Névrosisme (N)

Sensibilité émotionnelle et réactivité au stress.

Curseur : Conventionnel vs Créatif.

Conscience (C)

Autodiscipline, organisation et sens du devoir.

Curseur : Conventionnel vs Créatif.

Extraversion (E)

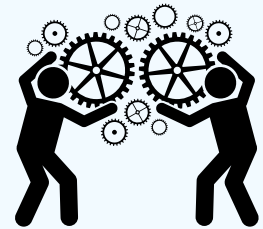
Besoin de stimulation et énergie sociale.

Curseur : Extraverti vs Introverti

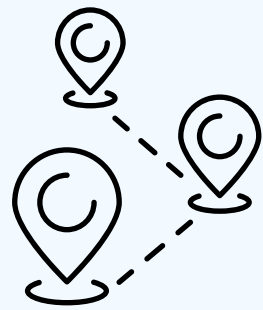
Pourquoi Mesurer



Objectivité : Sortir de l'intuition pour s'appuyer sur des données quantifiables



Applications : Se connaître, Comparer, Evaluer des causalités, etc.



Parcours : Du besoin de "ranger" les individus vers celui de comprendre leur "nuances"



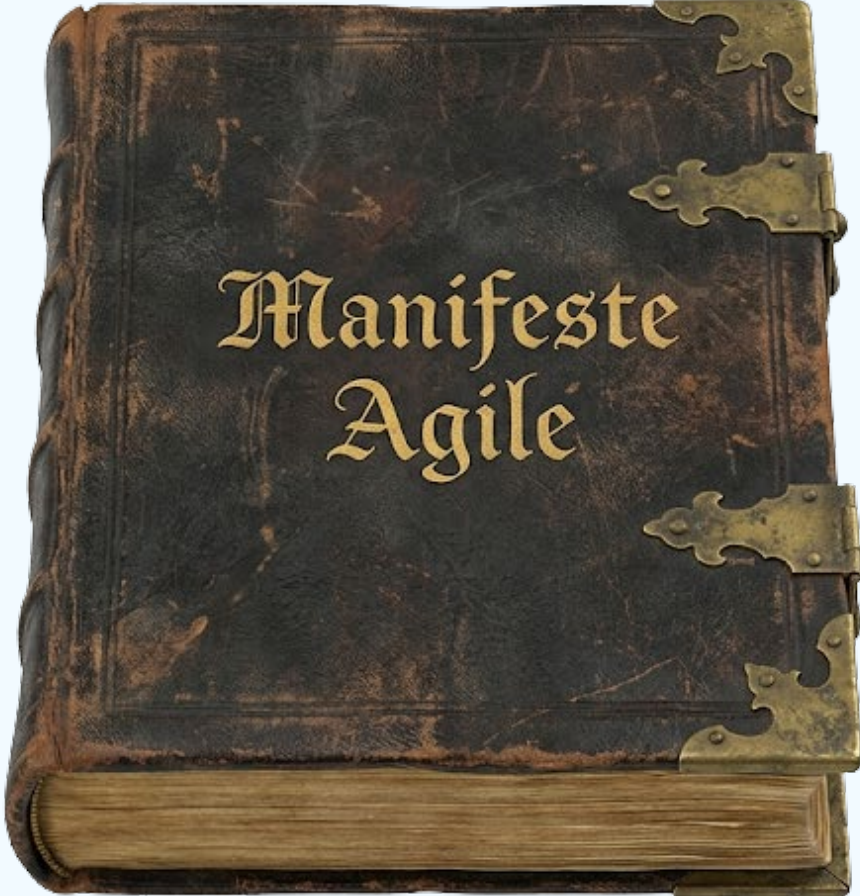
Traits



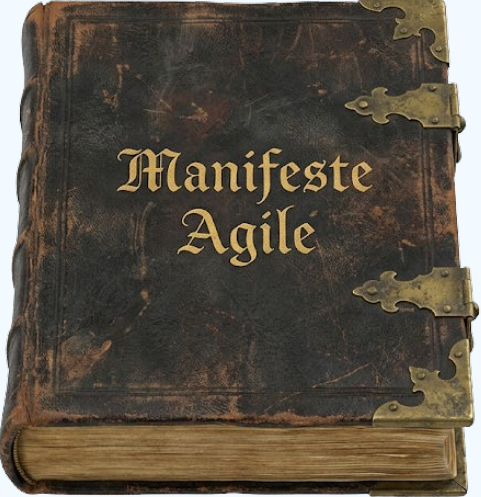
États



Distinguer Idéologie et Pratique



Distinguer Idéologie et Pratique

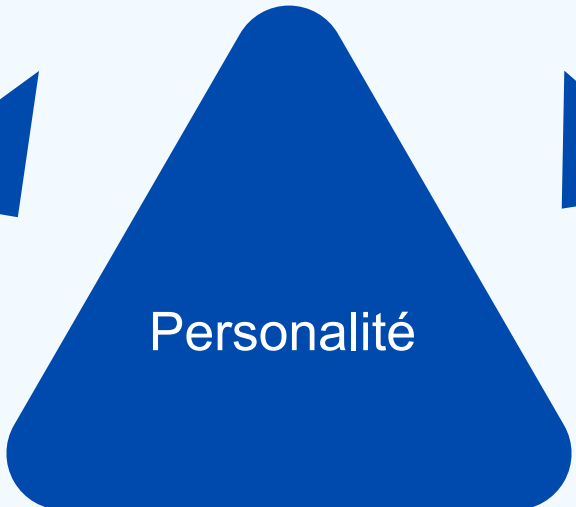


Manifeste



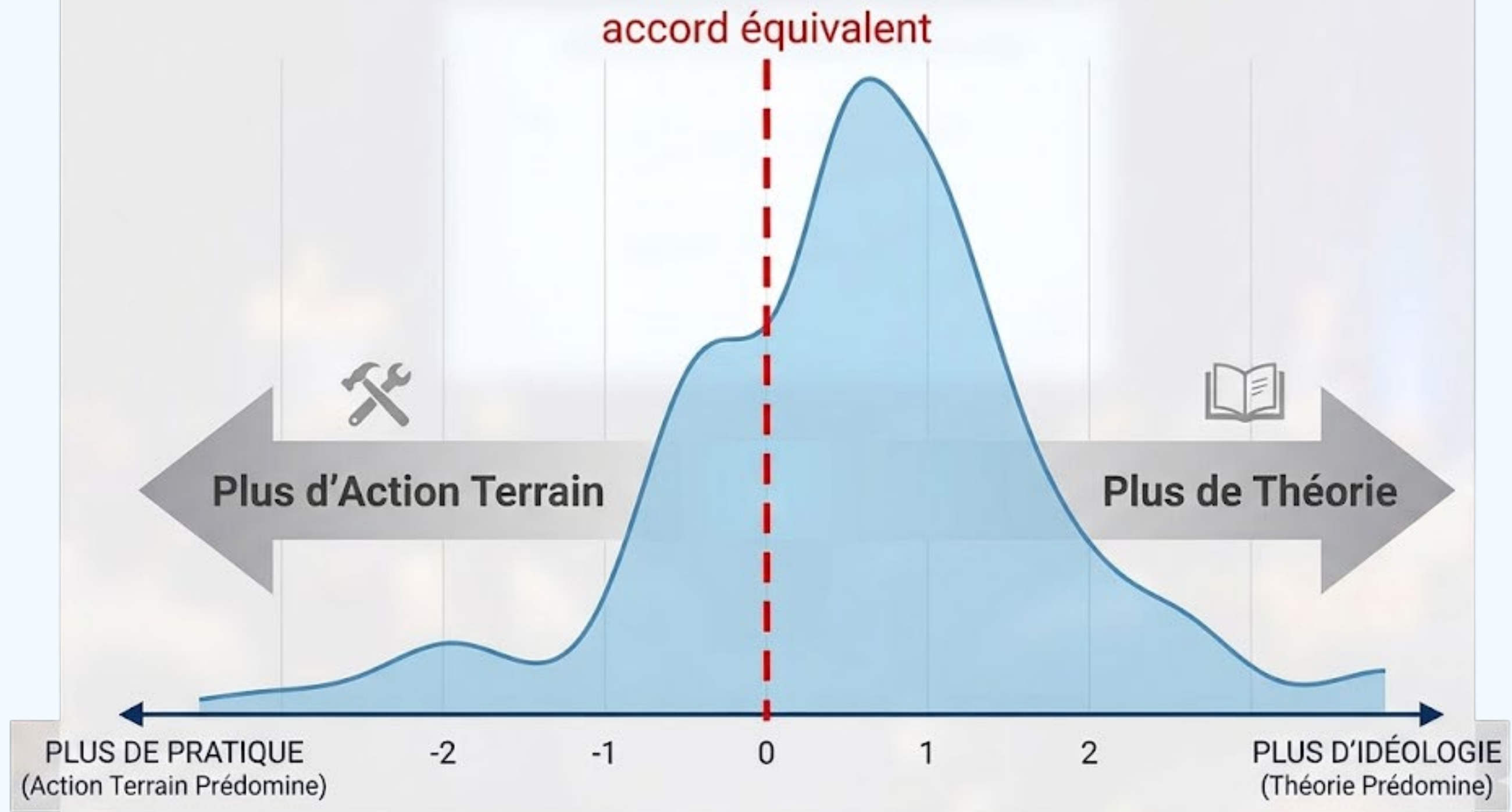
Principe

Accord ?



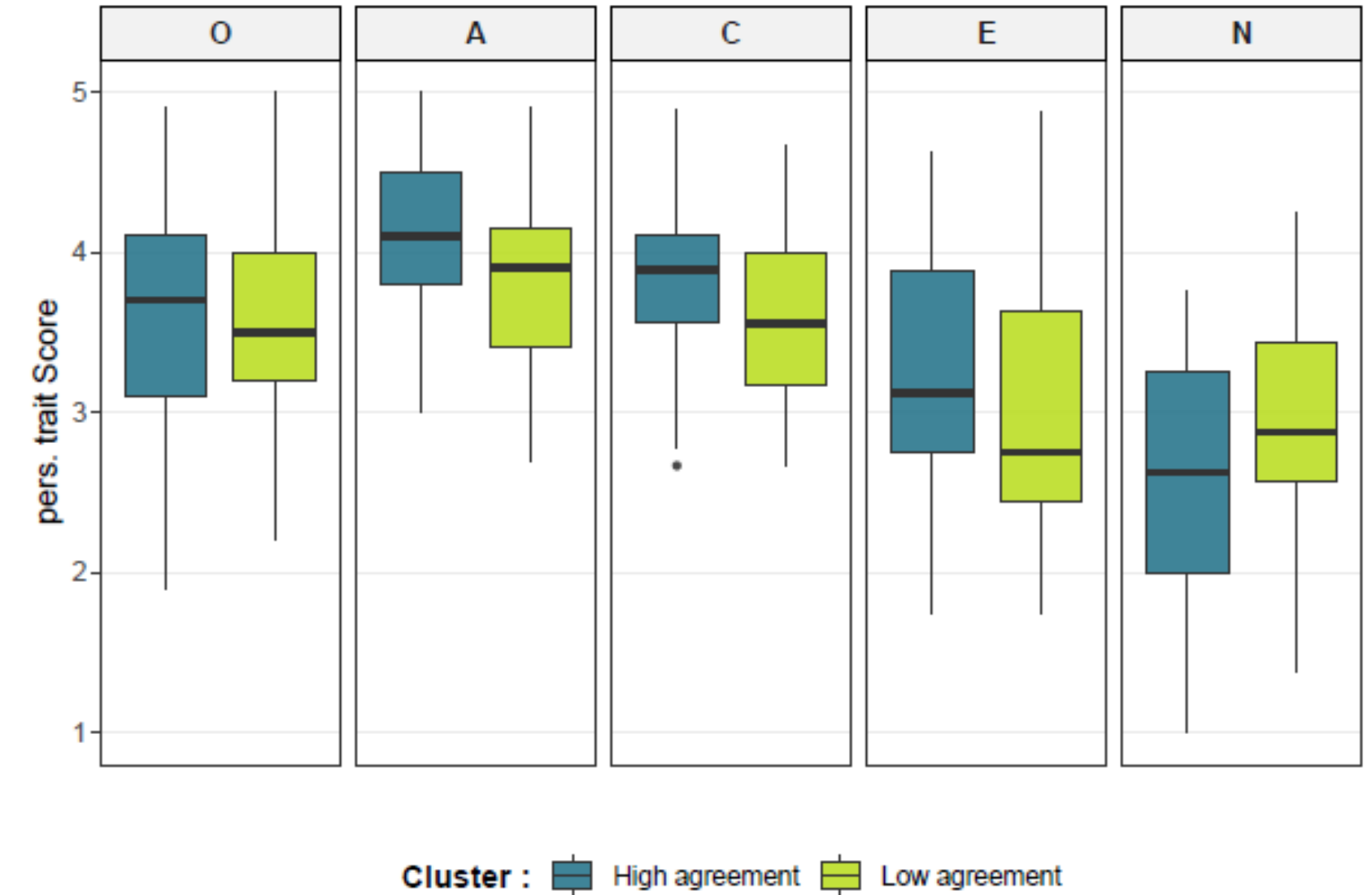
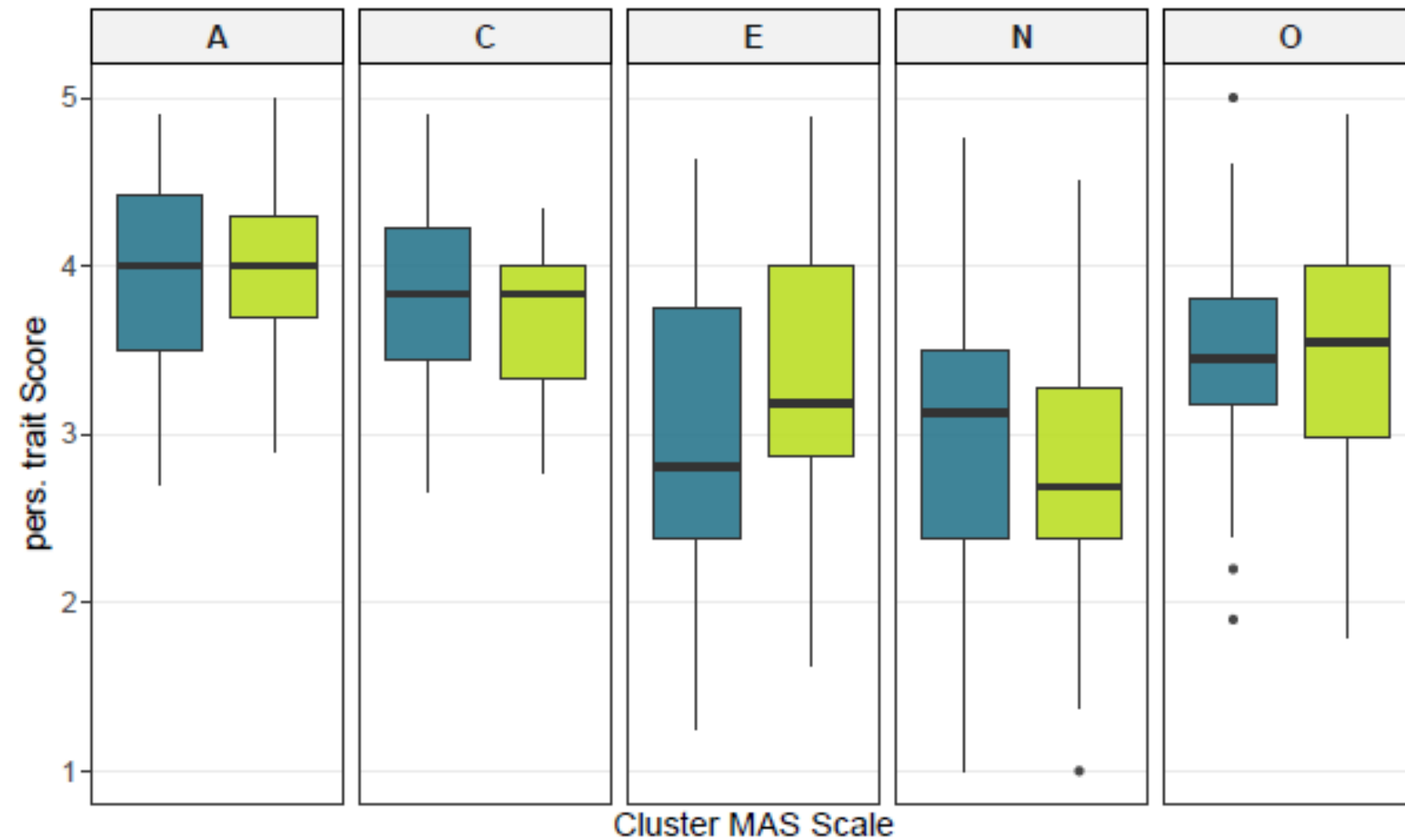
Accord ?

L'Écart entre l'Idéologique et la Pratique



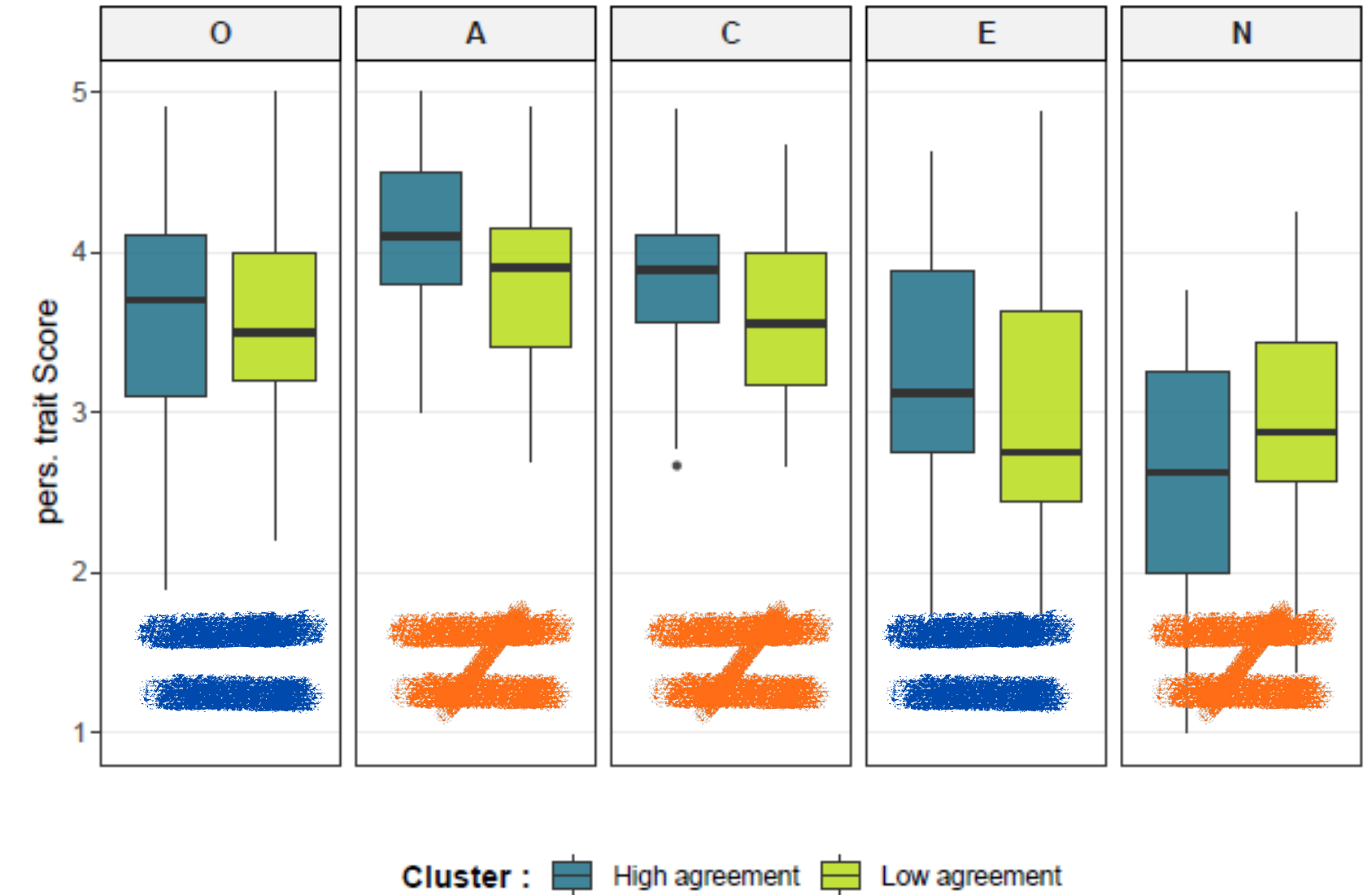
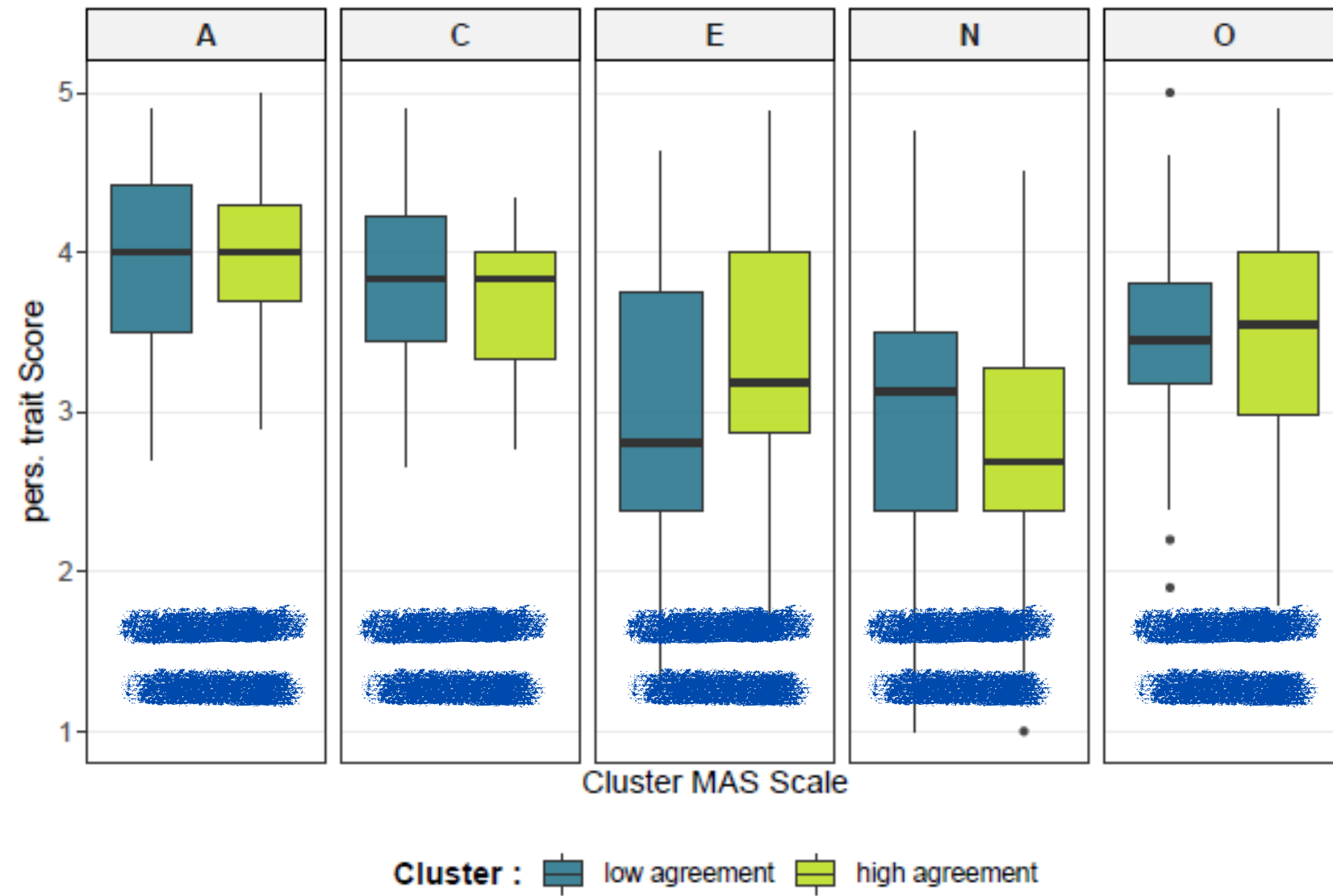
La différence émerge au niveau des

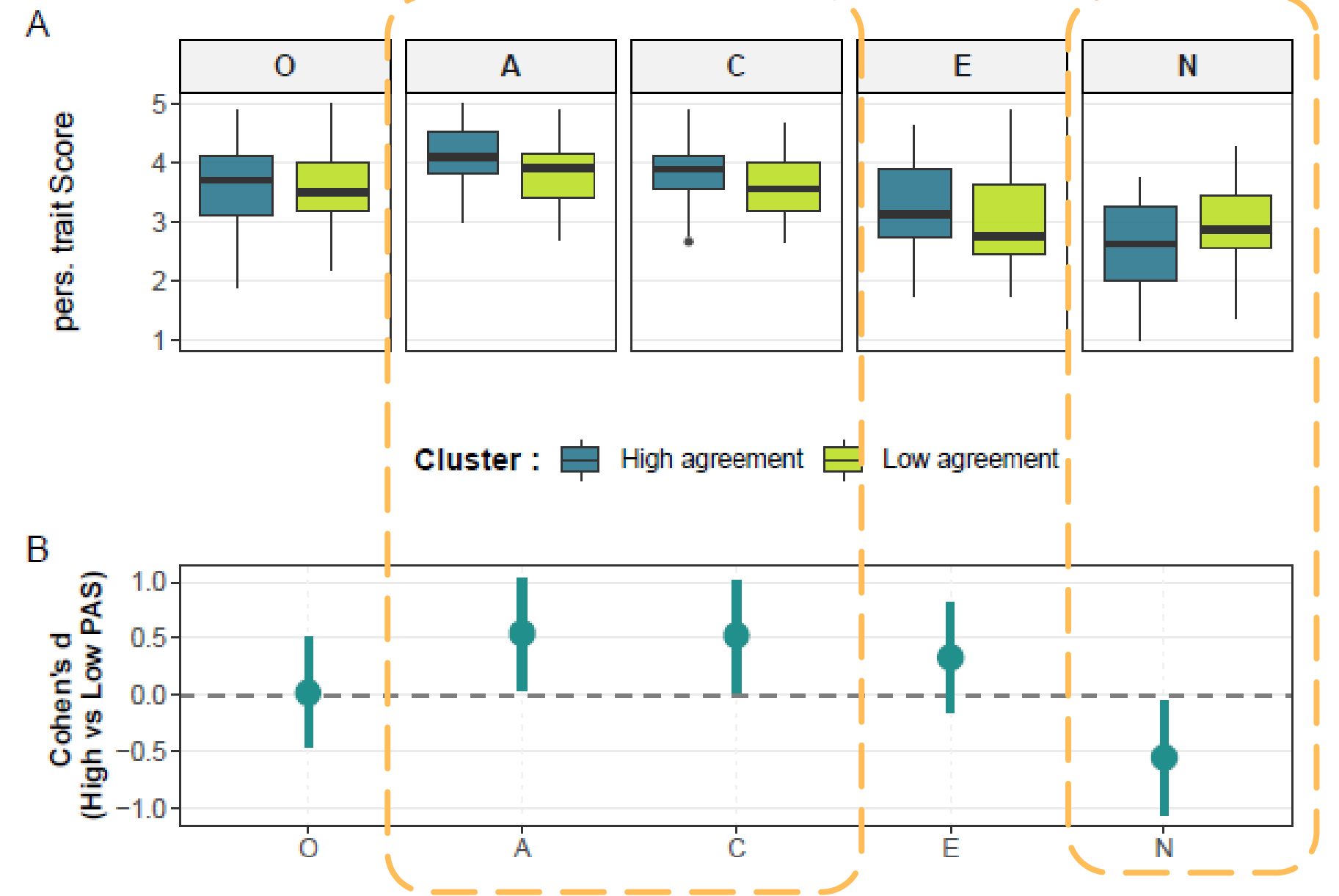
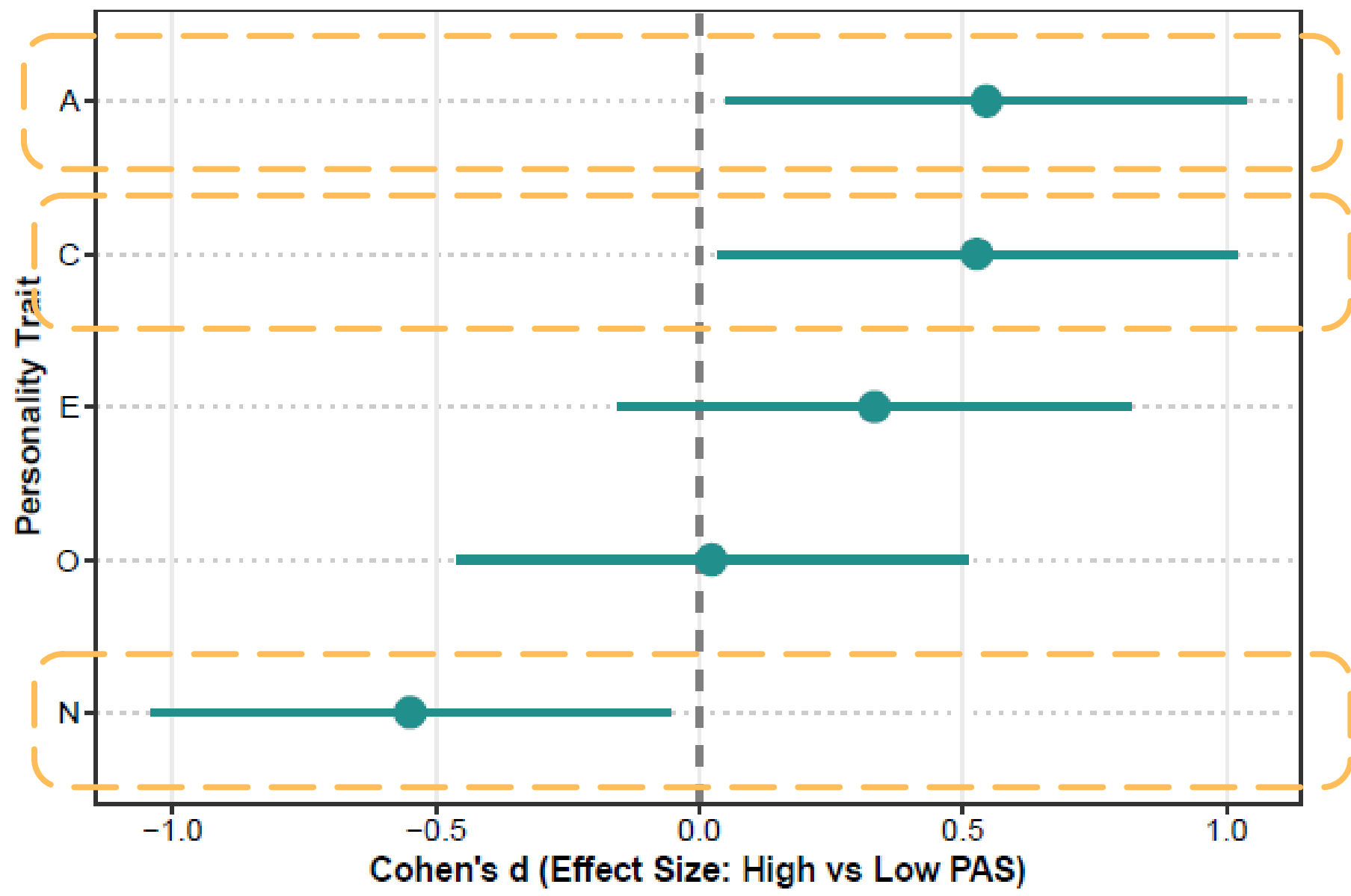
Principes



La différence émerge au niveau des

Principes



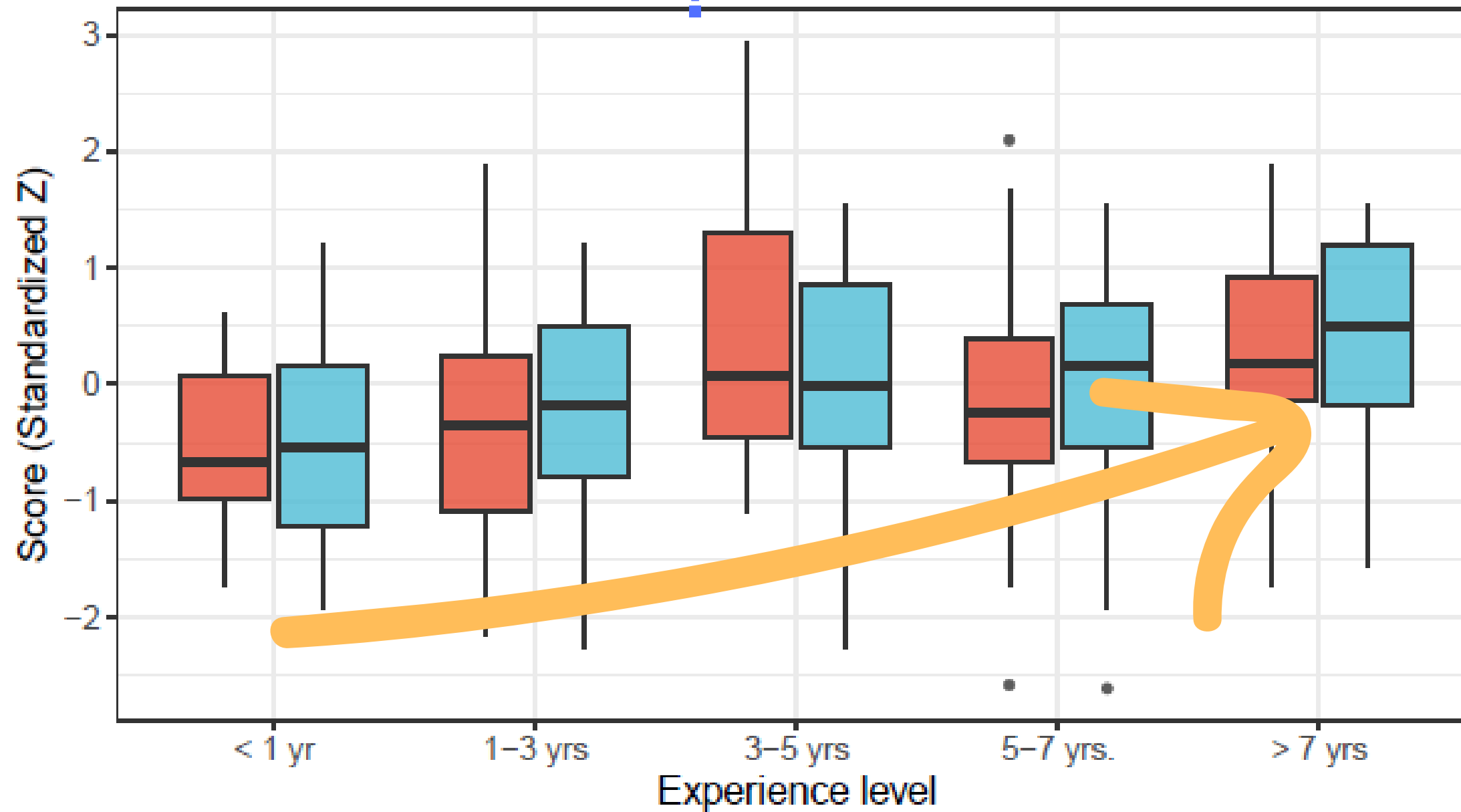






Le rôle de l'expérience

Et pourquoi on ne peut plus attendre

MAS and PAS score evolution across Agile experience levels



Echelle  MAS (Normative)  PAS (Practical)



AAPR

Practice Catalog Team Dashboard Members Issues | T test Logout

[Back to Teams](#) Members Manage Practices New Issue

Enter team name ! ✎

Team Practices

Manage your team portfolio practices

1-2-4-All
Tap into the wisdom of crowds to generate ideas and build consensus by engaging every member of a group simultaneously.

Psychological Safety & Core Values Self-Organization & Autonomy Inspection & Adaptation Work Transparency & Synchronization

Edit Remove

AFFINITY ?
Individual -0.01
Team -0.01

5 Elements Canvas
Building empathy and collaboration between silos to solve complex problems.

Psychological Safety & Core Values Work Transparency & Synchronization Customer Involvement & Active Feedback

Edit Remove

AFFINITY ?
Individual 0.05
Team 0.05

5 Whys
Discover the root cause of a problem

Inspection & Adaptation Psychological Safety & Core Values

Edit Remove

AFFINITY ?
Individual 0.12
Team 0.12

Coverage

Overall 38.46%

Progress bar

[View Details](#)

Issues

Total Issues 0

Progress bar

Op (0) WIP (0) Dn (0)

[View All Issues](#)

Submit New Issue



Title

Daily StandUps are too talkative and not structured enough

Description

Our Daily Scrums feel draining even when they stay under 15 minutes. We talk a lot but convey very little value. Personally, I feel pressured to over-explain my progress with unnecessary details, when a brief, high-level update is enough

Priority

Medium

Linked Practices

- Burnup Chart
- Autoscaling
- Daily Scrum
- Kanban Priorities

Practice not listed

Select problem sources

- Fast-Feedback
- Remote-Friendly
- Structured / Facilitated
- Time-Boxed
- Verbal-Heavy
- Whole Crowd

Cancel

Submit Issue

PRATIQUE
+ PERSONALITÉ

FRICITION

*(parfois
)*

Evaluation des pratiques									
	5 Whys	Daily Scrum	Backlog Refinement	3 Amigos	Code Review	DoD	Lean Canvas	Print Planning	...
001	? IDK	✓ Je valid...	✓ Je valid...	✗ Beurk	🕒 Late	✓ Je val...	✗ Beurk	🕒 Late	...
002	✗ Beurk	✓ Je valid...	✗ Beurk	✓ Je valid...	✓ Je valid...	✗ Beurk	✓ Je val...	✓ Je val...	...
003	? IDK	✓ Je valid...	✓ Je valid...	? IDK	✓ Je valid...	✓ Je val...	? IDK	✓ Je val...	...
004	✓ Je valid...	✗ Beurk	✓ Je valid...	✓ Je valid...	? IDK	✓ Je val...	✗ Beurk	✓ Je val...	...
005	✗ Beurk	✗ Beurk	✓ Je valid...	✓ Je valid...	? IDK	✓ Je val...	✓ Je val...	? IDK	...
006	? IDK	✓ Je valid...	✓ Je valid...	✗ Beurk	✓ Je valid...	✓ Je val...	? IDK	✓ Je val...	...
007	✗ Beurk	✗ Beurk	✓ Je valid...	✓ Je valid...	? IDK	✓ Je val...	✓ Je val...	? IDK	...
008	✗ Beurk	✓ Je valid...	✗ Beurk	✓ Je valid...	✓ Je valid...	✗ Beurk	✓ Je val...	✓ Je val...	...
009	? IDK	✓ Je valid...	✓ Je valid...	? IDK	✓ Je valid...	✓ Je val...	? IDK	✓ Je val...	...
...

PRATIQUE
+ PERSONALITÉ

FRICTION

*(parfois
)*

PRATIQUE



TAG

PRATIQUE



TAG

Spécificités liées aux **modalités** d'exécution d'une pratique et à son **contexte**

- Où & Comment est réalisée la pratique ?
- Avec Qui/Quoi ?
- A quelle fréquence ?
- ...

PRATIQUE (10 0 +)



TAG (2 0)

Spécificités liées aux **modalités** d'exécution d'une pratique et à son **contexte**

- Où & Comment est réalisée la pratique ?
- Avec Qui/Quoi ?
- A quelle fréquence ?
- ...

TAGS

Spécificités liées aux **modalités** d'exécution d'une pratique et à son **contexte**

CLASSÉS EN 6 CATEGORIES

Liées à l'interaction et au style de communication, à l'énergie et densité sociale, au niveau de structure et charge cognitive ou émotionnelle, à la cadence d'exécution ou encore aux compétences et savoir techniques

EXEMPLES

Written/ Async Ready

Visual/ Tactile

Verbal-Heavy

Small groups/ Pair

Whole Crowd

Solo

Structured

Gamified

High Visibility

Introspective

User-Feedback Oriented

Documented / Traceable

TAGS

Spécificités liées aux **modalités** d'exécution d'une pratique et à son **contexte**

CLASSÉS EN 6 CATEGORIES

Liées à l'interaction et au style de communication, à l'énergie et densité sociale, au niveau de structure et charge cognitive ou émotionnelle, à la cadence d'exécution ou encore aux compétences et savoir techniques

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Daily Scrum

~~PRATIQUE~~ TAGS
+ PERSONALITÉ

FRICITION

*(parfois
)*

LIER LES TAGS AUX PERSONNALITÉS



- OUVERTURE
- CONSCIENTIOSITÉ
- EXTRAVERSION
- AGRÉABILITÉ
- NÉVROSISME

TAGS menant à des frictions

	TAG2	TAG2	TAG3	...
E	? IDK	✓ Je v...	✓ Je v...	...
A	✗ Beurk	✓ Je v...	✗ Beurk	...
C	? IDK	✓ Je v...	✓ Je v...	...
N	✓ Je v...	✗ Beurk	✓ Je v...	...
O	✗ Beurk	✗ Beurk	✓ Je v...	...

VERS UNE APPROCHE STRUCTURÉE

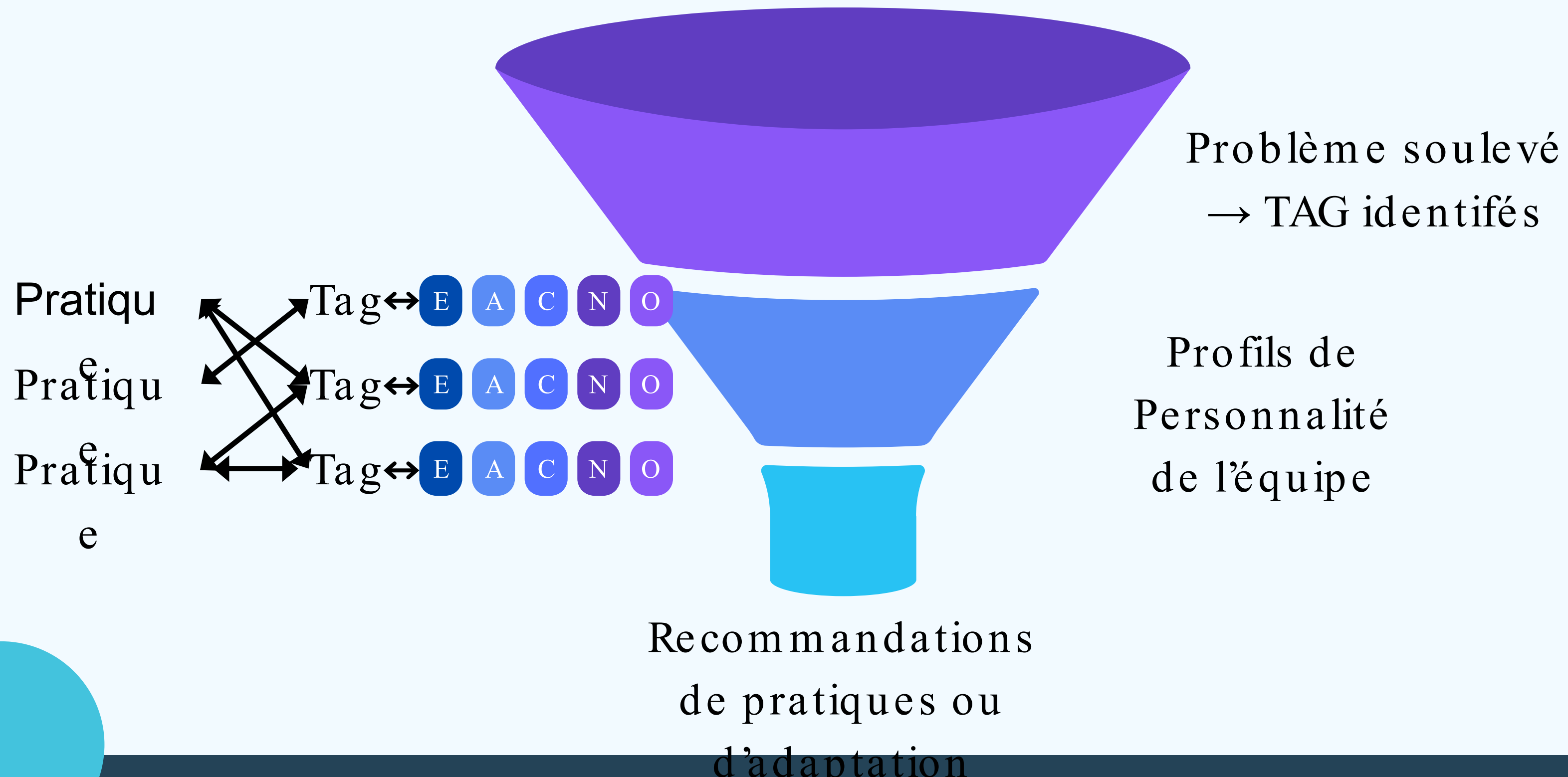


Problème soulevé
→ TAG identifiés

Profils de
Personnalité
de l'équipe

Recommandations
de pratiques ou
d'adaptation

VERS UNE APPROCHE STRUCTURÉE



< Back to Teams

Members

Manage Practices

New Issue

Team Universe

Team Practices

Manage your team portfolio practices

Burnup Chart

Track the progress of a project over time.

- Flow & Delivery Cadence
- Work Transparency & Synchronization
- Inspection & Adaptation
- 1 Issues

Edit Remove

AFFINITY ?	
Individual	0.40
Team	0.22

Autoscaling

Changing amount of computing resources based on the applications measured load.

- Flow & Delivery Cadence

Edit Remove

AFFINITY ?	
Individual	0.40
Team	0.31

Daily Scrum

Inspect progress toward the Sprint Goal and adapt the Sprint Backlog.

- Flow & Delivery Cadence
- Inspection & Adaptation
- Work Transparency & Synchronization
- 1 Issues

Edit Remove

AFFINITY ?	
Individual	0.15
Team	0.13

Kanban Priorities

Prioritise tasks on the board before daily standup to facilitate better communication and team work

- Flow & Delivery Cadence
- Work Transparency & Synchronization
- Value-Driven Prioritization

Edit Remove

AFFINITY ?	
Individual	0.40
Team	0.24

Code Review

AFFINITY ?	
Individual	0.40
Team	0.24

Coverage

Overall 92.31%



[View Details](#)

Issues

Total Issues 4



● Open (4) ● In Progress (0) ● Adaptation in progress (0) ● Evaluated (0) ● Done (0)

[View All Issues](#)

Inspect progress toward the Sprint Goal and adapt the Sprint Backlog.

Flow & Delivery Cadence Inspection & Adaptation Work Transparency & Synchronization 1 Issues

Edit Remove

Kanban Priorities

Prioritise tasks on the board before daily standup to facilitate better communication and team work

Flow & Delivery Cadence Work Transparency & Synchronization Value-Driven Prioritization

Edit Remove

Code Review

Improve quality and knowledge sharing through collaboration and peer review.

Code Quality & Simple Design Technical Collective Ownership Psychological Safety & Core Values

Edit Remove

Canary Release

Exposing a small number of real users to a new version of a product to monitor for regressions and performance issues.

Automation & Continuous Integration Flow & Delivery Cadence Customer Involvement & Active Feedback

Edit Remove

Docs As Code

Have the whole team deliver current, useful, documentation using the minimum of effort.

Automation & Continuous Integration Work Transparency & Synchronization Technical Collective Ownership

Edit Remove

GitOps

To manage the flow of work from development to production through Git operations, using Git as the single source of truth.

Automation & Continuous Integration Flow & Delivery Cadence Work Transparency & Synchronization

Edit Remove

Mutation Testing

Code Review



Remove from Team

Edit

Code Review

GOAL

Improve quality and knowledge sharing through collaboration and peer review.

DESCRIPTION

Code Review is a software quality assurance activity where someone other than the author checks a piece of code for cleanliness, design, functionality, complexity, and adherence to standards. It fosters collective code ownership, promotes ego-less programming, and helps catch defects at the lowest-value stage.

CATEGORY	METHOD
Technical Quality & Engineering Excellence	XP
VERSION	UPDATED
v1	13/03/2026

PILLARS

Code Quality & Simple Design Technical Collective Ownership Psychological Safety & Core Values

TAGS

Written / Async-Ready Remote-Friendly Small Group / Pair Solo-Capable Structured / Facilitated
Critical / Introspective Fast-Feedback Documented / Traceable Maintenance-Aware

ROLES

- **Author Developer:** Responsible
- **Peer Reviewer:** Responsible
- **Moderator:** Consulted

BENEFITS

- Collective Code Ownership
- Mentoring and knowledge sharing
- Lower cost of defect correction
- Improved code maintainability
- Increased team motivation

PITFALLS

- Taking feedback personally (lack of ego-less programming)
- Performance and attention-to-detail drop after one hour of inspection

< Back to Team Dashboard

Practices - Team Universe

Create New Practice

Add practices from the catalog or remove practices from your team portfolio

Available Practices Selected Practices (0)

Search practices...

Filter by Pillar

Categories

- Technical Quality & Engineering Excellence
- Team Culture & Psychology
- Process & Execution
- Product Value & Customer Alignment

Method / Framework

- Agile
- Design Thinking & UX
- Facilitation & Workshops
- Kanban
- Lean
- Product Management
- Project Management
- Scaled Agile
- Scrum
- XP

Tags

INTERACTION & COMMUNICATION STYLE

- Written / Async-Ready
- Visual / Tactile
- Verbal-Heavy
- Remote-Friendly
- Co-located / On-Site

SOCIAL DENSITY & ENERGY

- Small Group / Pair
- Whole Crowd
- Solo-Capable

STRUCTURE & COGNITIVE LOAD

- Structured / Facilitated
- Time-Boxed

Showing 20 of 211 practices

\$100 Prioritisation Product Value & Customer Alignment

To help groups prioritise anything through democratic relative budget allocation.

Value-Driven Prioritization

Edit



10-for-10 Team Culture & Psychology

To help teams think quickly and objectively and be focused with their prioritization of ideas.

Psychological Safety & Core Values Work Transparency & Synchronization Value-Driven Prioritization

Edit



[Back to Teams](#)

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New Issue

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Flow & Delivery Cadence Work Transparency & Synchronization Inspection & Adaptation **1 Issues**

Edit Remove

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Flow & Delivery Cadence

Edit Remove

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Inspect progress toward the Sprint Goal and adapt the Sprint Backlog.

Flow & Delivery Cadence Inspection & Adaptation Work Transparency & Synchronization **1 Issues**

Edit Remove

Kanban Priorities

Prioritise tasks on the board before daily standup to facilitate better communication and team work

Flow & Delivery Cadence Work Transparency & Synchronization Value-Driven Prioritization

Edit Remove

Submit New Issue ✕

Title

Hard to work in pair while being in different TZ.

Description

I'm located at UTC-8, highly inconvenient for sync work on long periods. I need to focus on async interaction to keep a sustainable pace and schedule.

Priority

Medium

Linked Practices

- Pair Programming
- Backlog Refinement
- Burndown
- Definition of Done (DoD)
- Definition of Ready
- Scrum

Practice not listed

Select problem sources

- Fast-Feedback
- Small Group / Pair
- Structured / Facilitated
- Verbal-Heavy

Cancel

Submit Issue

Coverage

Overall **92.31%**

[View Details](#)

Issues

Total Issues **4**

● Open (4) ● In Progress (0) ● Adaptation in progress (0) ● Evaluated (0) ● Done (0)

[View All Issues](#)

AFFINITY ?

Individual	0.40
Team	0.22

AFFINITY ?

Individual	0.40
Team	0.31

AFFINITY ?

Individual	0.15
Team	0.13

AFFINITY ?

Individual	0.40
Team	0.24

Issues Dashboard

Manage impediments and track adaptation progress for your team.

New Issue

All Statuses ▾ All Practices ▾ All Authors ▾ Newest First ▾

Hard to work in pair while being in different TZ. MEDIUM OPEN

I'm located at UTC-8, highly inconvenient for sync work on long periods. I need to focus on async interaction to keep a sustainable pace and schedule.

Pair Programming

ygd • 21 mai 2026 0

Sprint review does not contains the true users representative and is not relevant MEDIUM ADAPTATION IN_PROGRESS

Include ppl that truly knows the priority of the work !

Sprint Review

Nicolas Matton • 21 mai 2026 0

Daily Scrum 2 imprve MEDIUM EVALUATED

test descripmtionb

Daily Scrum

Nicolas Matton • 21 mai 2026 0

← Back to Issues

Hard to work in pair while being in different TZ.

Record Decision

Medium

Open

Created by ygd • 8 minutes ago

I'm located at UTC-8, highly inconvenient for sync work on long periods. I need to focus on async interaction to keep a sustainable pace and schedule.

Linked Practices

Pair Programming

History

ygd created the issue 8 minutes ago

For: Pair Programming
Alternative Practices

Code Review +1%
Same category, covers required pillars, higher team affinity

Emerging Architectures +1%
Same category, covers required pillars, higher team affinity

Offboarding +1%
Same category, covers required pillars, higher team affinity

No comments yet. Start the discussion!

Add a comment

Share your perspective...

Markdown supported. Draft saved automatically.

Post Comment

← Back to Issues

Hard to work in pair while being in different TZ.

Record Decision

Medium

Open

Created by ygd • 10 minutes ago

I'm located at UTC-8, highly inconvenient for sync work on long periods. I need to focus on async interaction to keep a sustainable pace and schedule.

Linked Practices

Pair Programming

History

ygd created the issue

For: Pair Programming

Alternative Practices

Code Review +1%
Same category, covers required pillars, higher team affinity

Emerging Architectures +1%
Same category, covers required pillars, higher team affinity

Offboarding +1%
Same category, covers required pillars, higher team affinity

Record Adaptation Decision

Decision Details

More focus on Code Review + tested a workflow on async-pairing (<https://amontalenti.com/2015/12/14/async-pairing>)

Cancel

Save Decision

Markdown supported. Draft saved automatically.

Post Comment

← Back to Issues

Hard to work in pair while being in different TZ.

Evaluate

Record Decision

Medium

Adaptation in Progress

Created by ygd • 11 minutes ago

I'm located at UTC-8, highly inconvenient for sync work on long periods. I need to focus on async interaction to keep a sustainable pace and schedule.

Adaptation Decision Recorded

Edit

More focus on Code Review + tested a workflow on async-pairing (https://amontalenti.com/2015/12/14/async-pairing)

Recorded by Nicolas Matton • less than a minute ago Implementation in progress

Linked Practices

Pair Programming

History

ygd created the issue 11 minutes ago

Nicolas Matton recorded a decision less than a minute ago

No comments yet. Start the discussion!

Add a comment

Share your perspective...

Markdown supported. Draft saved automatically.

Post Comment

For: Pair Programming

Alternative Practices

Code Review

+1%

Same category, covers required pillars,

← Back to Issues

Hard to work in pair while being in different TZ.

Evaluate

Record Decision

Medium

Adaptation in Progress

Created by ygd • 12

I'm located at UTC-8, keep a sustainable pa

✓ Adaptation I

More focus on Cod (https://amontalen

Recorded by Nicolas

Linked Practices

Pair Programming

History

ygd created the issue

Nicolas Matton recorded a decision a minute ago

Evaluate Adaptation

Was this adaptation effective? Evaluate after 1-2 sprints of use.

Effectiveness

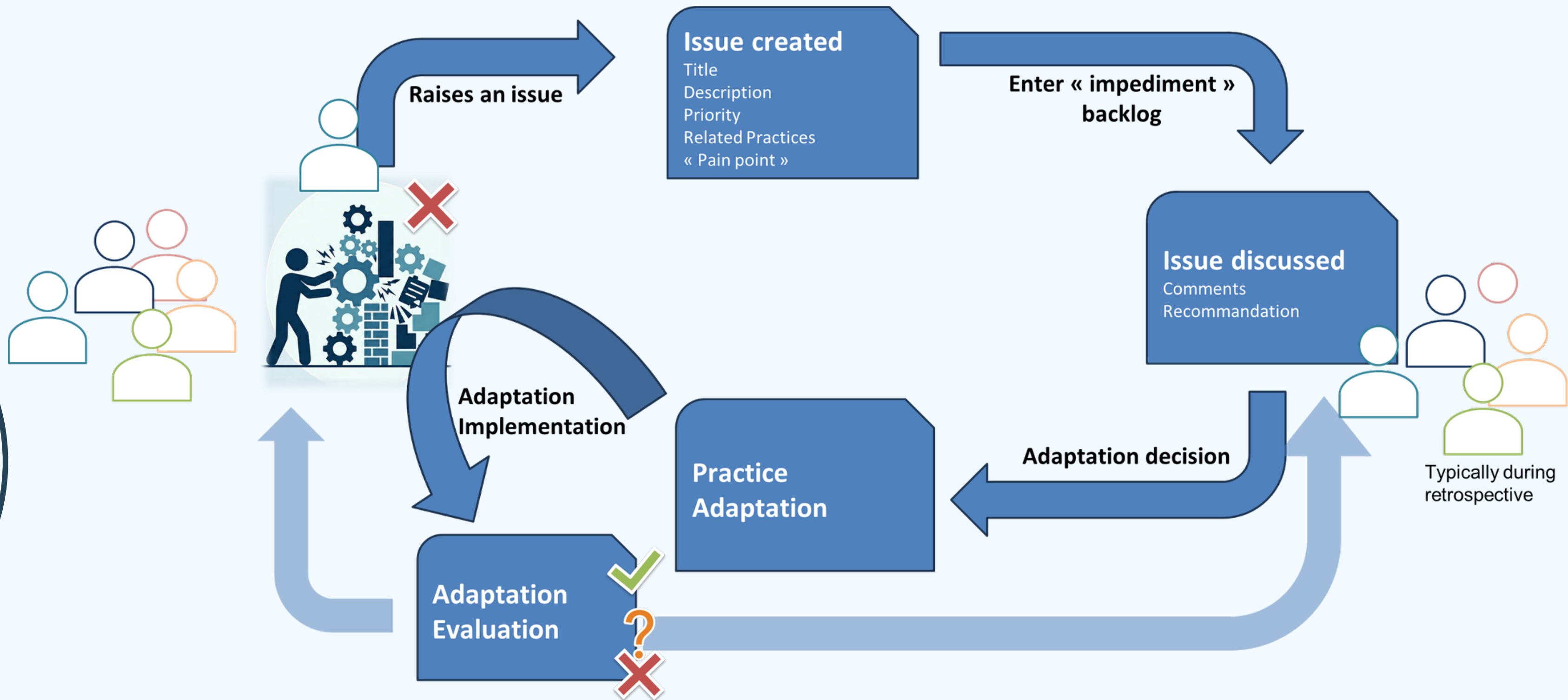
- Yes — Effective**
The adaptation achieved its goals
- No — Ineffective**
The adaptation did not help
- Partial — Mixed Results**
Some improvement, but not fully effective

Comments (optional)

Describe the results of the adaptation...

Cancel

Submit Evaluation



Et ensuite ?

PROTO EN COURS DE VALIDATION

Il est en cours d'utilisation, avec pour objectif de mesurer concrètement les évolutions d'usage, perception et adaptation des pratiques, ainsi que la satisfaction générale des utilisateurs

LICENSE MIT

Dès que le projet sera validé et le codebase nettoyé, il sera rendu disponible sur un repo Git, sous license MIT

LA FRICTION VIENT DES
PRATIQUES

L'AFFINITÉ EST MODIFIABLE

LA DONNÉE FACILITE
L'ADAPTATION



Si vous désirez être tenu informé de la
disponibilité de l'outil