

Explanation of **Team & Group Reports** from BELBIN® e-interplace®

Candidates' Working Relationships

This function offers advice on the Working Relationship between two people in terms of their Team Roles. The report is not designed to say who will and who will not relate well in general terms, but to suggest what may happen specifically in working relationships in the light of Team-role characteristics. This is termed 'Team-role Chemistry'. Remember that the information given does not mean that the candidate will respond in the same way in personal or social relationships. The report displays a graph showing the overall profile of each individual and their team-role differences, followed by advice on the team-role chemistry of the two individuals. Good team-role chemistry are compatible profiles rather than similar ones.

Overview of Team-Role Profiles

Lists the top Normed Team-Role on the left to bottom team role on the right. Useful to see the overall team/group information at a glance, and if cumulative Observers are different to the Self Perception. Each observer is weighted equally (unlike the Observer Pie Chart). The overall ranking is the calculation of the Self and Cumulative Observers, but is compiled and weighted according to the number of observers.

Team Report (for between 3-15 people)

Allocates team roles to different members of the team. Each team role is allocated only once for a team of 8 or less. Team reports for between 9-15 team members, will perhaps allocate more than one person to each role. There are times when people will not be allocated their top team roles. This is because there has to be a compromise on the basis of team composition. The Specialist role is not allocated in the script, though shown individually (blue) and group average (green) on the graph.

Strong Examples of Team Roles

The "Strong Examples of Team-Roles" finds people who are very high in a certain team role(s) and what are called "good examples of a type". If there are no people selected, then perhaps that particular team does not have a strong example of that type.

Group/Organisation Team-Role Averages *(SPI, Obs. only or Complete profile)*

This report can be used for any number of people. The script will advise about what the group may encounter based on the top and bottom team role averages.

Most Highly Rated Observer Responses

This list of words in descending order of popularity shows the observer words that were ticked/checked.



OVERVIEW OF TEAM-ROLE PROFILES

Doreen, : ACME Plastics
 SPI Test Date 04/05/1994

Self-Perception	ME	CF	TW	IMP	CO	SH	SP	RI	PL
Observations (5)	IMP	ME	CF	PL	SP	TW	CO	RI	SH
Overall	ME	CF	IMP	SP	TW	PL	CO	RI	SH

Harry, : ACME Plastics
 SPI Test Date 10/05/1994

Self-Perception	CF	IMP	PL	RI	ME	CO	SP	TW	SH
Observations (4)	CF	ME	SH	SP	TW	CO	IMP	PL	RI
Overall	CF	ME	IMP	PL	CO	SP	RI	SH	TW

Henry, : ACME Plastics
 SPI Test Date 24/04/1994

Self-Perception	SH	CO	RI	ME	PL	IMP	SP	CF	TW
Observations (5)	SH	ME	SP	PL	CO	RI	CF	TW	IMP
Overall	SH	ME	CO	PL	SP	RI	CF	IMP	TW

Jane, : ACME Plastics
 SPI Test Date 12/04/1994

Self-Perception	IMP	CO	ME	SH	CF	SP	RI	TW	PL
Observations (4)	SH	ME	RI	CO	PL	CF	TW	SP	IMP
Overall	SH	ME	CO	RI	IMP	CF	SP	PL	TW

Jeff, : ACME Plastics
 SPI Test Date 12/04/1994

Self-Perception	SH	RI	ME	CO	CF	PL	IMP	SP	TW
Observations (4)	RI	SH	PL	SP	ME	CF	CO	IMP	TW
Overall	SH	RI	PL	SP	ME	CF	CO	IMP	TW

Liz, : ACME Plastics
 SPI Test Date 12/04/1994

Self-Perception	CF	RI	IMP	CO	SH	TW	SP	ME	PL
Observations (4)	CF	TW	SP	RI	IMP	CO	ME	SH	PL
Overall	CF	RI	TW	SP	IMP	CO	SH	ME	PL

Matthew, : ACME Plastics
 SPI Test Date 16/05/1994

Self-Perception	CO	SP	IMP	TW	CF	ME	SH	RI	PL
Observations (5)	TW	CO	RI	SP	ME	IMP	PL	CF	SH
Overall	TW	CO	SP	RI	ME	CF	IMP	PL	SH

Peter, : ACME Plastics
 SPI Test Date 15/04/1994

Self-Perception	PL	TW	CF	SP	SH	ME	RI	IMP	CO
Observations (1)	PL	CO	SP	SH	TW	ME	RI	CF	IMP
Overall	PL	TW	SP	SH	CF	ME	CO	RI	IMP

Robert, : ACME Plastics



OVERVIEW OF TEAM-ROLE PROFILES

SPI Test Date 24/04/1994

Self-Perception	RI	SH	ME	CF	CO	PL	TW	SP	IMP
Observations									
Overall									

Sarah, : ACME Plastics

SPI Test Date 12/04/1994

Self-Perception	CF	PL	IMP	SP	TW	ME	CO	SH	RI
Observations (4)	CF	IMP	TW	SP	CO	SH	PL	ME	RI
Overall	CF	IMP	TW	SP	PL	CO	RI	SH	ME

BELBIN

Doreen
Harry
Henry
Jane
Jeff

TEAM REPORT

Liz
Matthew
Peter
Robert
Sarah

On the whole, this is a well-balanced team with a good general spread of personal qualities, but it is important that each member of the team should be aware of each other's role and potential contribution.

This is inclined to be a low-profile team whose strength will reveal itself less in the short term than in the longer term. It is concerned as a team about doing the right thing, and is on guard against letting anyone down. So that the team should not be undervalued, it needs someone as its champion and who can also contribute in pushing it forward.

Particular individuals will need to be brought in at the right time if the team is to become fully effective.

When some new line of thought is desired be sure to consult Peter.

When you need to exploit new opportunities, involve Liz. Also it is worth consulting Robert.

When someone is needed to orchestrate group effort, call on Henry, and Matthew.

When there is a need to increase the pace and arrive at decisions, you can count on Henry, and Jeff. Also it is worth consulting Robert and Jane.

When you need someone to choose between competing options seek advice from Doreen. Also it is worth consulting Harry.

When arguments break out and team atmosphere needs to be improved, try to involve Liz, and Matthew.

When decisions need to be turned into workable procedures, turn for help to Doreen. Also it is worth consulting Sarah.

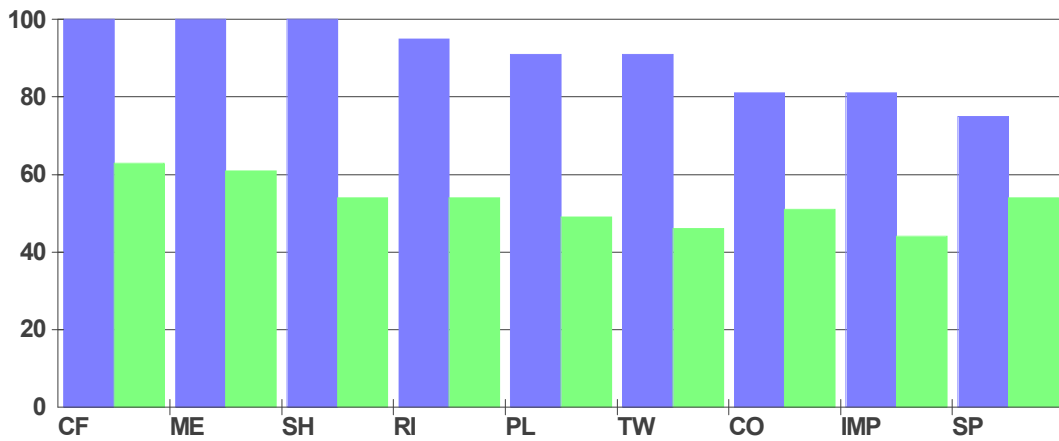
When it is imperative that plans are completed without mishaps, a key part can be played by Liz. Also it is worth consulting Harry.



TEAM REPORT

Doreen
 Harry
 Henry
 Jane
 Jeff

Liz
 Matthew
 Peter
 Robert
 Sarah



For each pair of bars, the bar on the left represents the individual who has been allocated this Team Role function. The bar on the right represents the group's average score.

STRONG EXAMPLES OF TEAM ROLES

There are 2 examples of a strong Plant in this group.

These are: Jeff, ACME Plastics
 Peter, ACME Plastics

There are 3 examples of a strong Resource Investigator in this group.

These are: Jeff, ACME Plastics
 Liz, ACME Plastics
 * Robert, ACME Plastics

There are 2 examples of a strong Co-ordinator in this group.

These are: Henry, ACME Plastics
 Matthew, ACME Plastics

There are 3 examples of a strong Shaper in this group.

These are: Henry, ACME Plastics
 Jeff, ACME Plastics
 * Robert, ACME Plastics

There are 3 examples of a strong Monitor Evaluator in this group.

These are: Doreen, ACME Plastics
 Harry, ACME Plastics
 Henry, ACME Plastics

There are 3 examples of a strong Teamworker in this group.

These are: Liz, ACME Plastics
 Matthew, ACME Plastics
 Peter, ACME Plastics

There is one example of a strong Implementer in this group.

This is: Doreen, ACME Plastics

There are 4 examples of a strong Completer Finisher in this group.

BELBIN

STRONG EXAMPLES OF TEAM ROLES

These are:

Doreen, ACME Plastics
Harry, ACME Plastics
Liz, ACME Plastics
Sarah, ACME Plastics

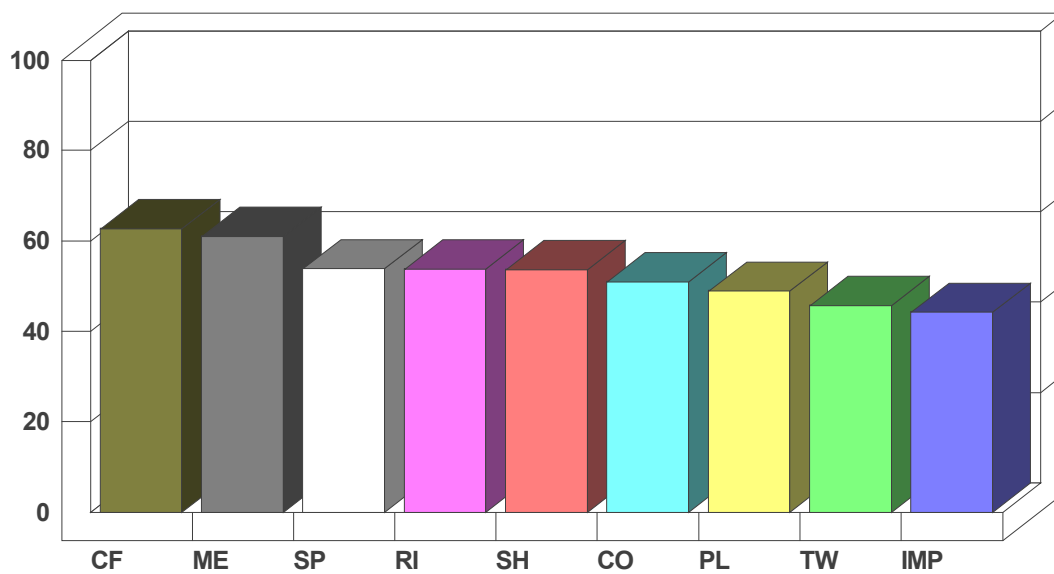
* indicates that the results are based on Self-Perception details only.

There is no strong example of the following team roles:

Specialist.

BELBIN**GROUP: TEAM-ROLE AVERAGES**

Please note that this report is based on the complete profile.



Number of Candidates : 10
 Number of Observations : 36

The best scenario is of a group that will make a thorough job of any work taken on and be keen to ensure that standards are maintained. This group will strive for perfection and aim to achieve the highest professional reputation.

At its worst, this group may fail to put its decisions into operation in a practical manner. Is there anyone in the group who is willing or capable of acting as an efficient organiser ? Or should the group seek to find someone from outside ?

BELBIN**GROUP: MOST HIGHLY RATED OBSERVER RESPONSES**

This list shows words from Observers Assessments and their scores in descending order of popularity.

conscientious	31	practical	10
knowledgeable	30	persuasive	10
loyal	25	aggressive	10
professionally dedicated	23	tough	9
analytical	22	perfectionist	9
broad in outlook	18	enterprising	9
consultative	18	impulsive	9
co-operative	18	innovative	8
outgoing	17	provocative	8
good at follow through	16	original	7
logical	16	creative	7
accurate	16	opportunistic	7
caring	16	single-minded	7
clever	16	forgetful	7
challenging	15	frightened of failure	7
conscious of priorities	15	inquisitive	7
well organised	15	imaginative	6
diplomatic	14	impartial	6
efficient	14	manipulative	6
competitive	14	fearful of conflict	6
technically skilful	13	fussy	6
adaptable	13	empire building	6
self-reliant	13	indecisive	6
persistent	13	erratic	5
disciplined	13	over-sensitive	5
calm & confident	13	reluctant to delegate	5
hard driving	12	laid back	5
easily bored	12	unorthodox	3
sceptical	12	not interested in others	3
observant	12	unadventurous	3
critical	12	territorial	2
impatient	11	up-in-the-clouds	2
shrewd	10	slow-moving	2
outspoken	10	insular	1
encouraging of others	10	resistant to change	1
realistic	10	inflexible	0

Number of observed Candidates : 9

Number of Observations : 36