

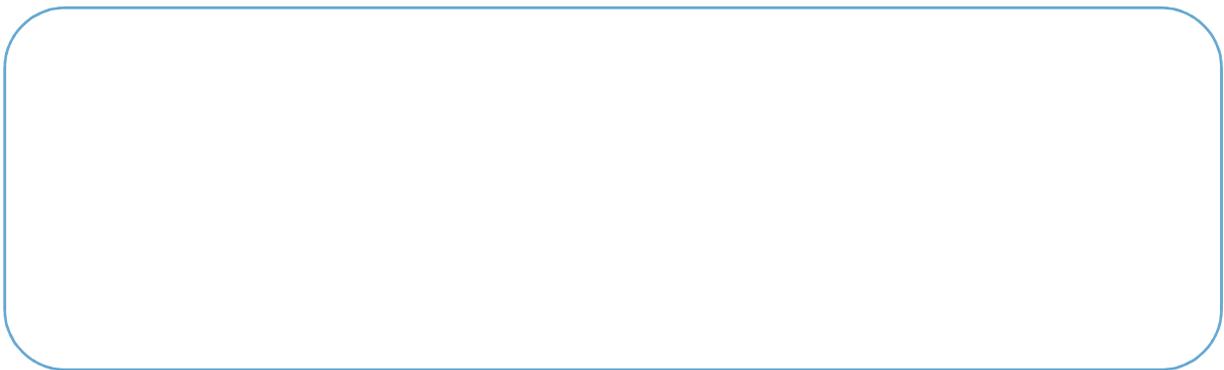
How to use your Belbin Team Role report

Belbin Team Role reports are designed to help individuals and teams understand the behavioural characteristics people can display when working in teams. Each Belbin Team Role offers a different style of contribution to the team. With an understanding of these styles, you and your team can work and interact more effectively.

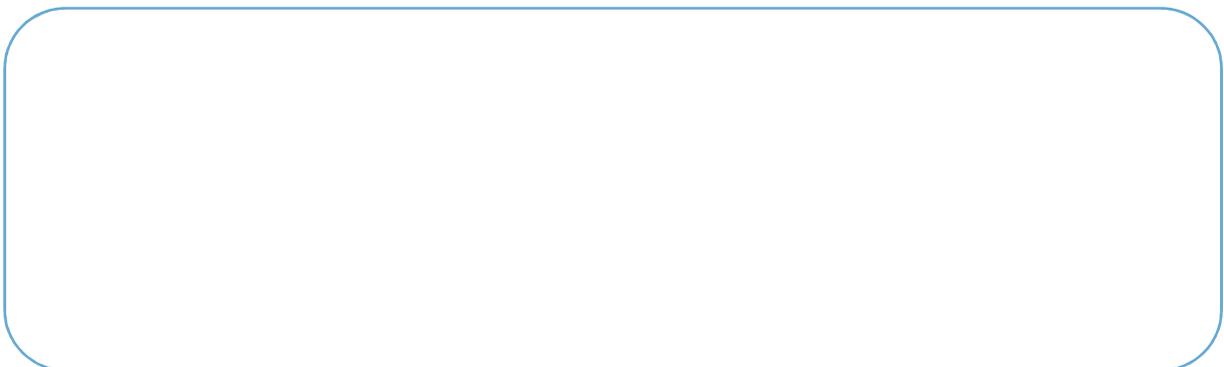
This exercise is aimed to give you a better understanding of the contributions you make to the team.

Enhancing Self Awareness

On the graph 'Comparing Self and Observer Perceptions' look at the three highest 'SPI' (Self-Perception Inventory) bars. Are these roles also high on the 'Obs' (Observer) bars? Explain any differences or similarities and why they might occur.



Look at the top three 'Obs' (Observer) bars. Do you think you are strong in these roles? Write down what this may mean about your style and how you might interrelate and behave with others.



Improving Personal Effectiveness

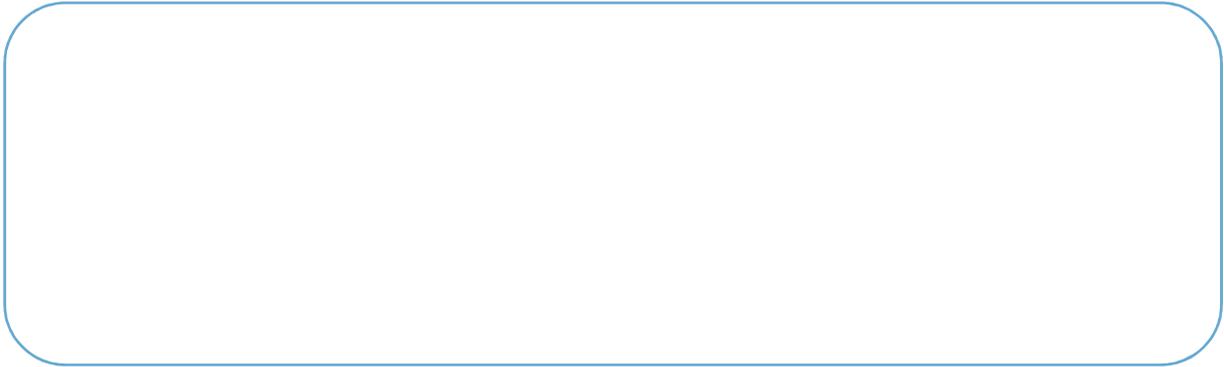
On the report 'Analysis of your Team Role Composition' look at Your Overall Team Role Composition and consider the top two Team Roles. Then read the 'Team Role Feedback' report. Now discuss how you would like to develop your work and/or management style based on the above information.

On the 'List of Observer Responses' look at the top 6 words. These are the behaviours which your Observers perceive as being most frequently displayed. Discuss briefly how you are going to use the strengths to advantage or how you might minimise the associated weaknesses.

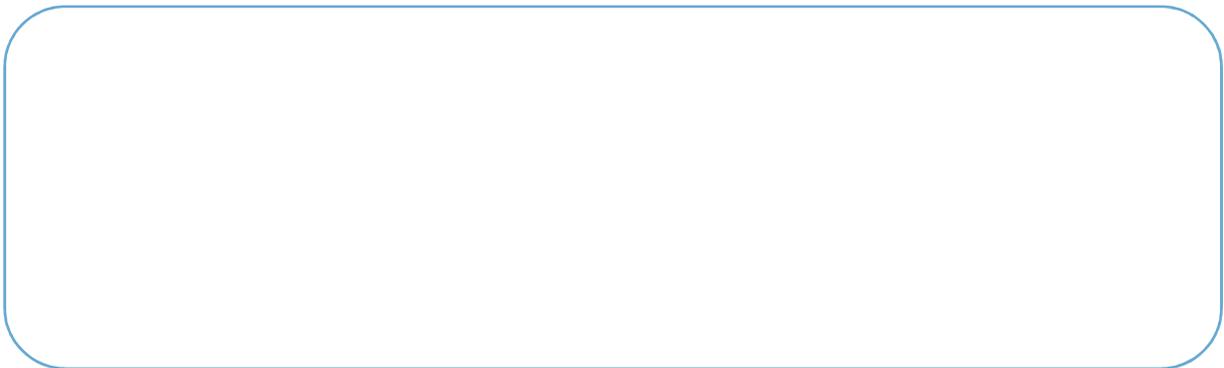
Look at the report 'Maximizing your Potential' and 'Feedback and Development Suggestions'. Do you agree with what is written? How can you use these comments and suggestions to develop in your current work?

Improving Team Effectiveness

On the graph 'Analysis of your Team Role Composition' look at which Team Role is in 9th place on your Self-Perception. Now look at where this Team Role comes on the Observers' Overall View. Finally look at the bottom role on the Overall Team Role Composition. Which Team Role do you consider you are least likely to take on? Write it down. Now explain how the team may help you cover your weakest role. Are there others who have it in abundance?



The next step is to share your Team Role profile with other members of the team and encourage them to do the same. Bear in mind that we all have different strengths and weaknesses. Identify these and put this information to good use by writing down how the team can use the strengths to advantage and compensate for any weaknesses.



Finally, bear in mind that Belbin Team Roles are looking at behaviour and not personality. Your accompanying report is only valid for the team you are in at the moment. When you are in a different team you may need to adjust your roles accordingly. It is, of course, dependent upon who else is in the team and what the team is trying to achieve.