

Session Idea: The Belbin® Team Role Circle

Objective: To share preferred Team Roles within the team and highlight potential strengths and weaknesses. By the end of the session the team will have a clearer insight into both individual and collective contributions, leading to more productive working.

Method

How you run this session will depend on the number of participants, whether they are a team, or whether they are from different departments or organisations.

If it is a working team, it may be best not to split it up, unless it is a large team that naturally breaks into smaller sub-teams. Otherwise, divide participants into “teams” of approximately five or six.

Ask each team to draw The Belbin Team Role Circle on a flipchart and to enter their names in the segments that correspond to their top two Team Roles.

Participants should use their top two Team Roles as highlighted on the Team Role Overview page of their report.

Short-cut: The Belbin Team Role Circle is produced as part of the Belbin Team Report.

Once names have been entered, encourage discussion and analysis of the findings. Using their newly acquired knowledge of Team Roles, ask participants to come up with a list of five strengths of the team, and five possible weaknesses.

This may include statements such as:

“We have three Teamworkers and no Shapers. This means that we are at risk of losing direction and focus. However, the atmosphere within the team is likely to be very supportive.”



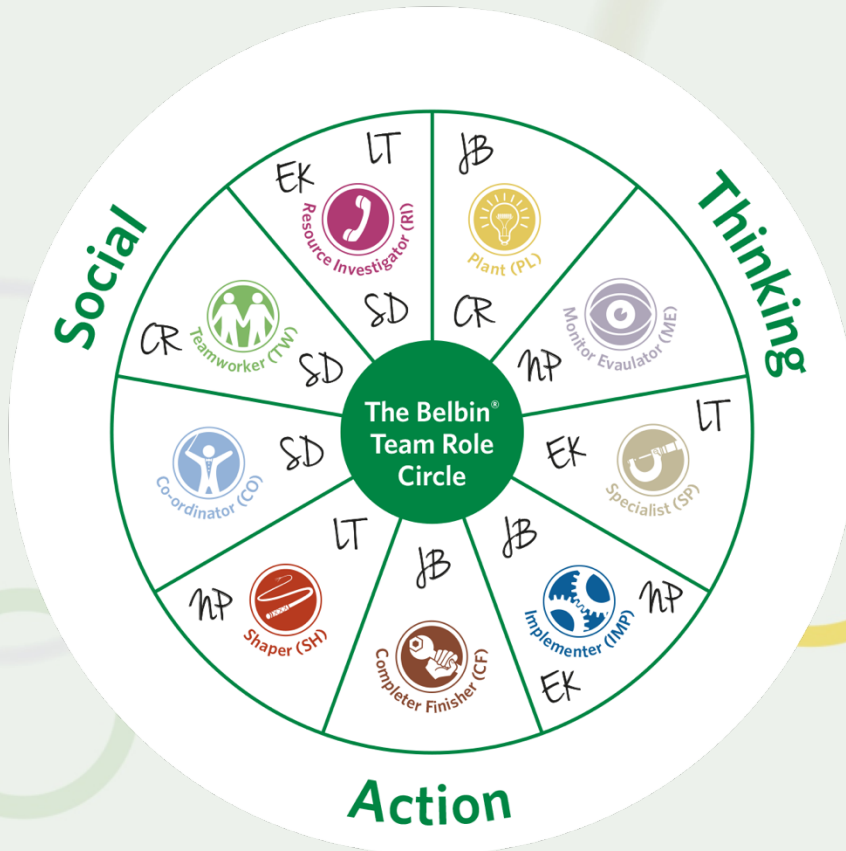
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On completion of this exercise:

Ask participants to come up with 3 action points, based on their discussions, which will enable the team to increase its effectiveness.

If you want the team, or teams, to see how well team-members work together on a task, this would be a good time to introduce an exercise or game. The Belbin games Co-operate and Contribute have been designed to assist with team learning.



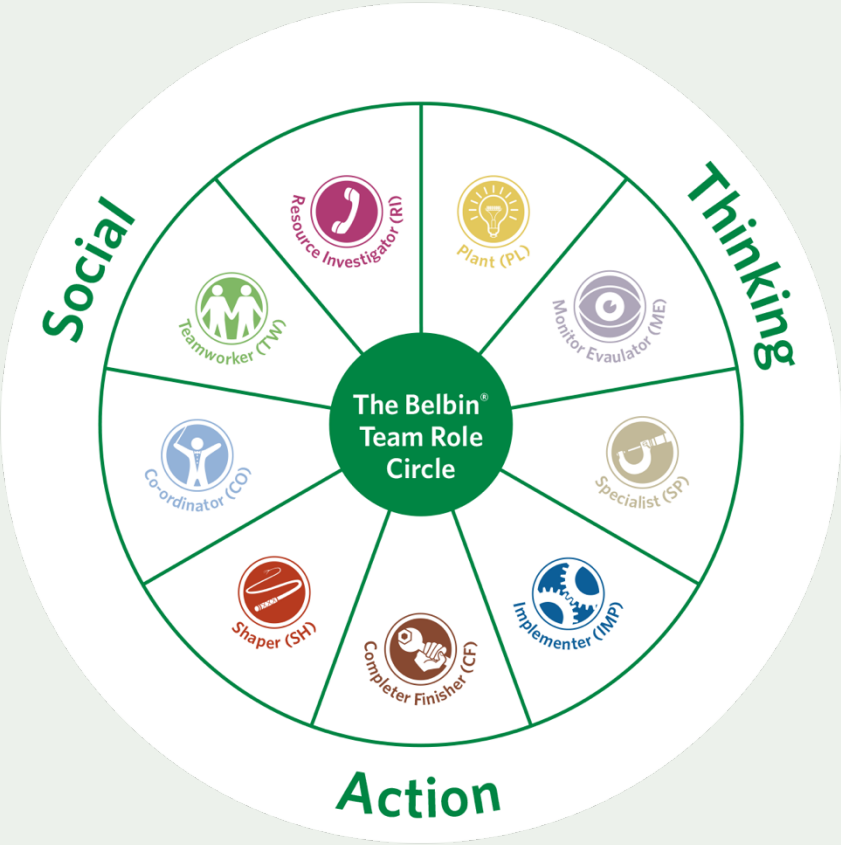
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Handout: The Belbin® Team Role Circle



Team Strengths:

- 1)
- 2)
- 3)
- 4)
- 5)

Team Weaknesses:

- 1)
- 2)
- 3)
- 4)
- 5)

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Action points:

1)

2)

3)

