




Victoria Yellow

Belbin GetSet Team Role Report

SPI completion date: 01/03/2026


Over many years, Dr Meredith Belbin closely studied people at work. From his research, he discovered 9 key behaviours: that's 9 different ways of working and contributing to a team or organisation. He called them Team Roles. Each one has plus points (the strengths) and minus points (the allowable weaknesses). It is usual to have both the strength and the allowable weakness for a particular role.



Resource Investigator

Strengths
Enthusiastic and communicative. Explores opportunities and enjoys meeting new people.


Allowable weaknesses
Can be over-optimistic, then lose interest once initial enthusiasm has passed.



Teamworker

Strengths
Works well with others, is perceptive and diplomatic. Listens well and avoids friction.


Allowable weaknesses
Can be indecisive in important situations.



Co-ordinator

Strengths
Mature and confident. Aware of priorities. Encourages others.


Allowable weaknesses
Can ask others to do things that they should do themselves.



Plant

Strengths
Creative, imaginative and original. Solves difficult problems.


Allowable weaknesses
Can ignore other considerations and be too busy with new ideas to communicate effectively.



Monitor Evaluator

Strengths
Weighs and balances all options without emotion. Judges accurately.


Allowable weaknesses
Can lack drive and ability to inspire others.



Specialist

Strengths
Dedicated to a particular subject. Provides knowledge and skills that others do not possess.


Allowable weaknesses
Contributes only on a narrow front. Dwells on technicalities.



Shaper

Strengths
Competitive, enjoys working under pressure. Motivated to overcome difficulties.


Allowable weaknesses
Can be impatient and offend other people.



Implementer

Strengths
Efficient and likes structured working. Turns ideas into practical actions.

Allowable weaknesses
Doesn't like change and can be inflexible.



Completer Finisher

Strengths
Searches out and corrects mistakes. Ensures work is done to a high standard and points out omissions.

Allowable weaknesses
Inclined to worry and become anxious. Doesn't like to share work with others.

- RI
Resource Investigator
- TW
Teamworker
- CO
Co-ordinator
- PL
Plant
- ME
Monitor Evaluator
- SP
Specialist
- SH
Shaper
- IMP
Implementer
- CF
Completer Finisher

Based on Self-Perception only

These are the Team Roles you said you preferred from highest to lowest. You may not have a score for every role – that's ok.

What does this mean?

Victoria - you see yourself Specialist and Completer Finisher.



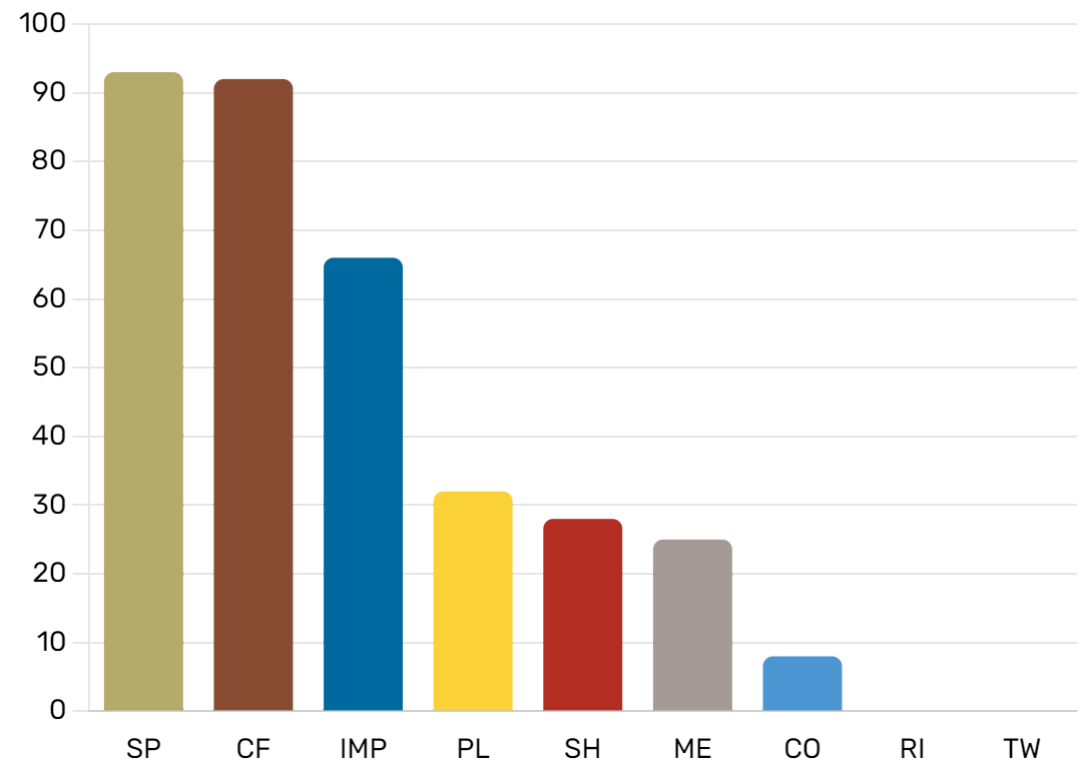
Specialists are the kind of people who like to build up their knowledge in a particular direction or subject. They stay focused and have a thirst for learning. In due course, the Specialist is the kind of person who becomes an expert in a particular area of interest.



Completer Finishers are motivated by their anxiety to get things right. They are concerned with detail. Completer Finishers are used in work teams to do things to very high standards. Indeed, their aim is to do something better than those around them.

This combination of roles makes you someone likely to gain satisfaction from the standard you reach in your work and by accumulating professional skill. Others are likely to appreciate you for the pride you take in your work and the attention you give to quality and accuracy.

Percentile



RI	TW	CO	PL	ME	SP	SH	IMP	CF
Resource Investigator	Teamworker	Co-ordinator	Plant	Monitor Evaluator	Specialist	Shaper	Implementer	Completer Finisher

Based on your Self-Perception and 4 Observer Assessments

Now you understand your Team Role strengths, here's how you can make the most of them.

A bit more detail about what you do best

You like to focus on gaining thorough, in-depth knowledge of your subject or interest, so that you can be sure you understand everything about it when discussing it with other people.

You may be good at work which involves making improvements, since you are willing to take the time to get the small things right and have the knowledge to do so.

There is a possibility that you focus just on one area and don't want to let others in on it. Remember that it's important to be flexible, so develop your area of interest, but be welcoming and open to other influences.

Another plus point

You also appear to be someone who is efficient and organised. Focus on coming up with practical plans which help to make things work more smoothly.

Something to bear in mind

At the moment, you don't seem to be someone who wants to take a supportive role. Remember that there will be times when you can't take the lead, so you need to step back every now and then.

Learning Style

You're likely to prefer studying on your own. You might enjoy project work where you can explore a subject and check everything through carefully, to avoid mistakes.

Based on your Self-Perception and 4 Observer Assessments

Here are your top four Team Roles and the working styles associated with each combination.

When you are in an interview, you can use these phrases to talk about how you like to work best.



SP

"I use my knowledge and attention to detail to perfect things."



CF

"I enjoy applying my knowledge and understanding to develop plans and processes that work."



SP



IMP

Show off your strengths

- Talk about times when you've been able to use your specific knowledge of a subject to inform or advise others.
- Make sure you show that you're someone who loves learning and that you are ready to share and use what you've learned.



SP

"I find that study can often lead to new ideas."



PL

"I am at my most effective when I can improve processes as I work through them."



CF



IMP

You might want to give this some thought

You might be asked about your ability to work with others, as well as on your own. Can you think of times when you've been able to provide knowledge that helps a group or project move forwards?

Using everything you have learned about your Belbin Team Roles, write a brief personal summary that you could use as part of an application.

