



Victoria Yellow

Belbin GetSet Team Role Report

SPI completion date: 01/03/2022

Observer completion date: 01/03/2022

Number of Observers: 4

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

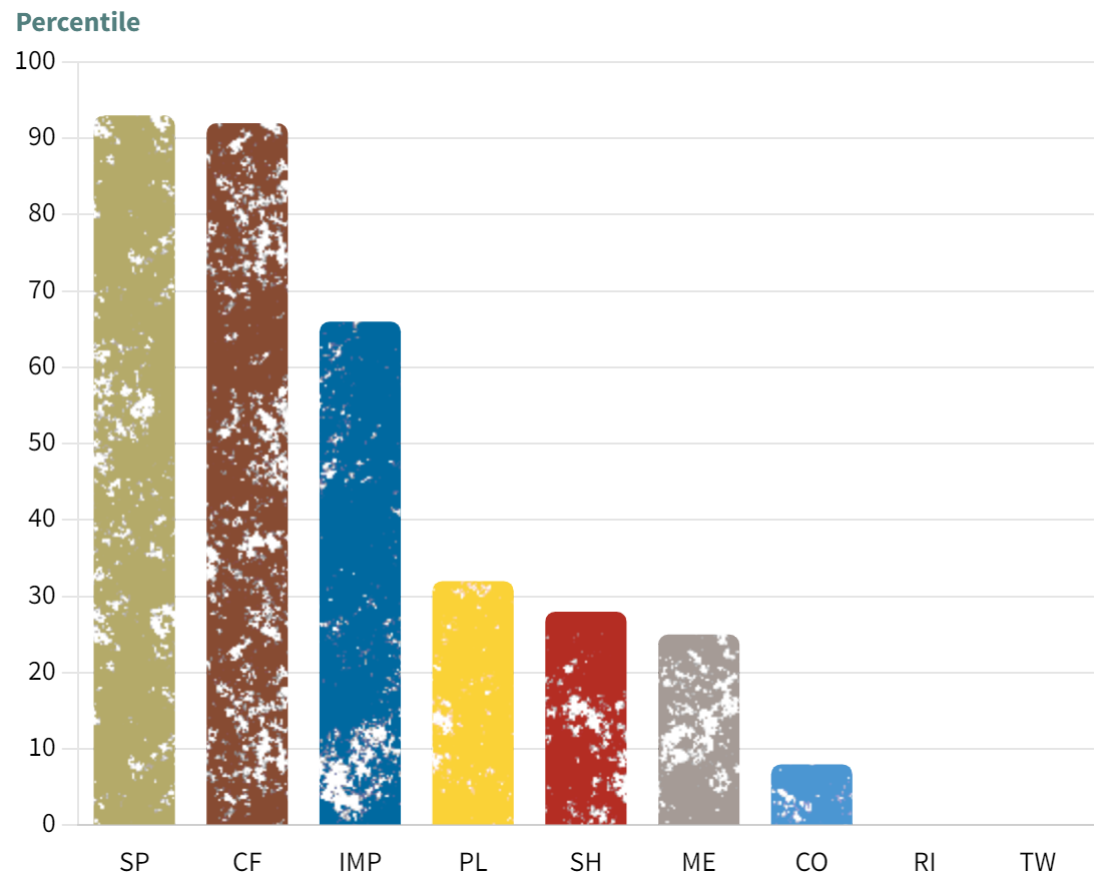
Based on Self-Perception only

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.

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.



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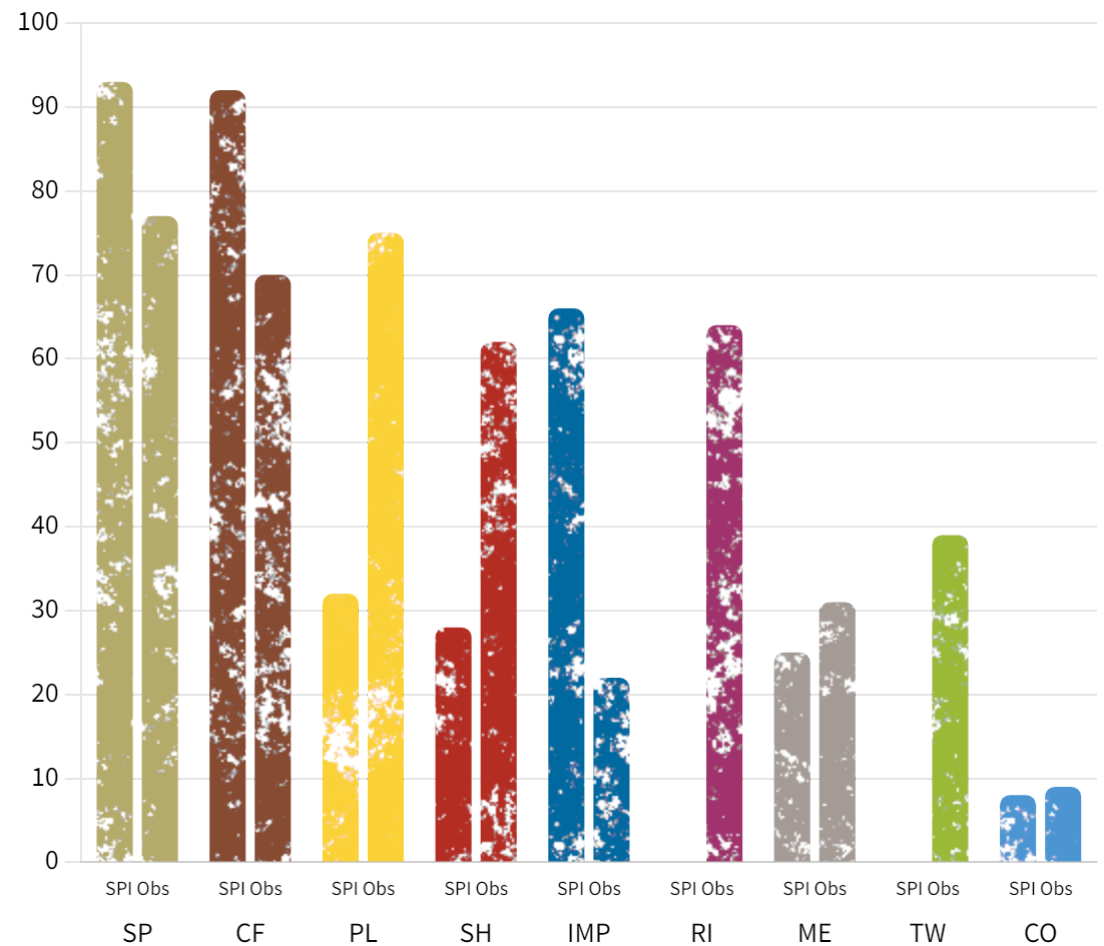
Based on your Self-Perception and 4 Observer Assessments

You see yourself as someone who focuses on learning as much as possible about a particular subject or area of interest.

What do they all agree on?

- Your observers think that you're someone who isn't put off by obstacles.
- They also think you do things to a very high standard.
- They see that you are willing and able to immerse yourself in your chosen subjects.
- It is also observed that you are great at being able to get on with things on your own, without always having to draw on the help of others.
- Furthermore they also see that you recommend sensible and rational courses of action.

Percentile



Do you agree? Can you think of a situation where people may have seen these behaviours?



Based on your Self-Perception and 4 Observer Assessments

The complete picture is a combination of your views and the views of others.

This is the profile we will be concentrating on throughout the rest of your report.

We combine all the information together, taking account of many factors including how close your views are to those of others. Overall, you are regarded primarily as a Specialist and a Completer Finisher.

What does this mean? It means, Victoria, that you're someone who takes pride in learning and understanding the details.

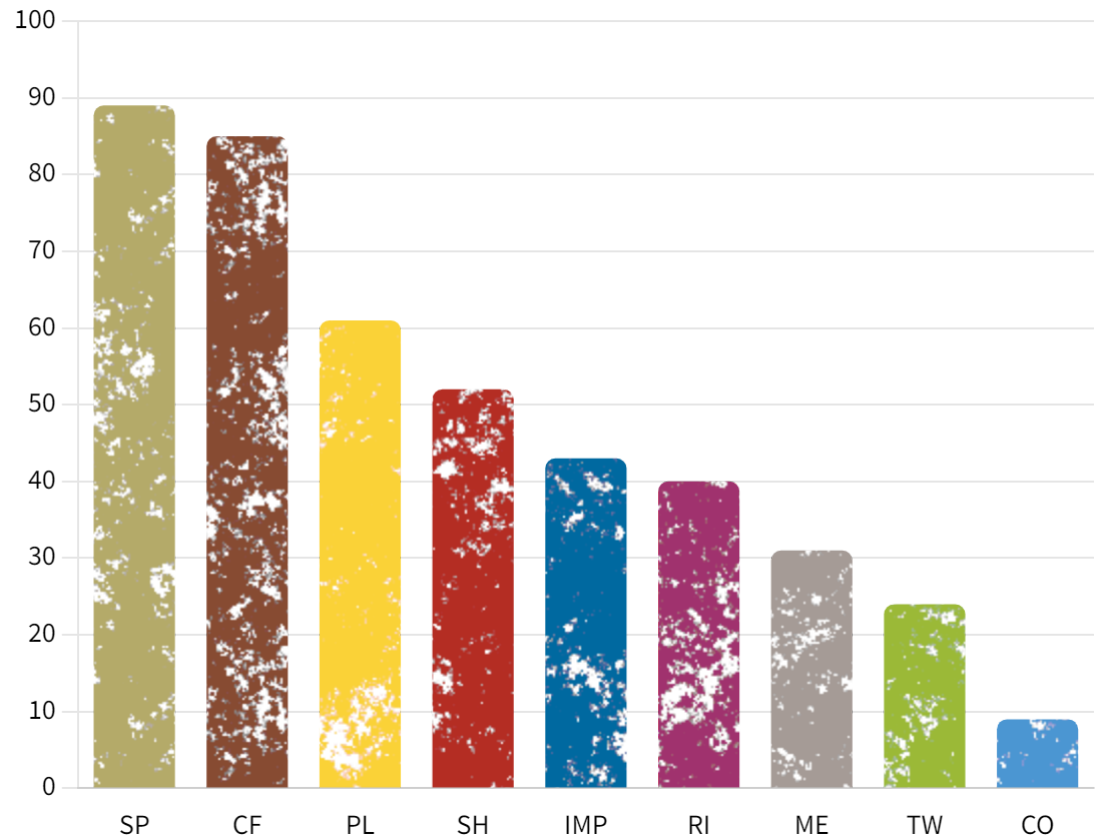


Specialists are the kind of people who like to build up their knowledge in a particular direction or subject. They stay focused and have a thirst for learning. In due course, the Specialist is the kind of person who becomes an expert in a particular area of interest.



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.

Percentile



Do you agree with this complete picture? Is there anything you're surprised about?



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 has some sparks of creativity. When you come across a challenge, move apart from any group discussions and let yourself work through the problem from a fresh perspective. When you share your suggestions, let others consider them, so that you don't get too carried away with your own ideas.

Something to bear in mind

At the moment, you don't seem to be someone who likes to arrange and take charge of meetings. Sometimes there is a need to bring people together and ask others their opinions, whilst keeping people focused on overall aims. When working in pairs or teams, it is worth finding someone else who enjoys doing this.

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 find that study can often lead to new ideas."



SP



PL

"I like to improve things by producing new and better standards."



SP

"My determination and self-reliance are my strengths."



SH



CF



PL

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.

You might want to give this some thought

You might be asked to talk about your subject of interest within a broader context. It's important to show that you understand the overall relevance of what you're doing, even though you enjoy the in-depth study.

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Teamworker

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Specialist

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



Based on your Self-Perception and 4 Observer Assessments

Here is the breakdown of how people saw your Team Role behaviours.

	1	2	3	4	5	6	7	8	9
How you see yourself:	SP	CF	IMP	PL	SH	ME	CO		
Observations:									
Dave Blue	RI	SH	PL	SP	CF	ME	TW	CO	IMP
Stuart Brown	CF	SP	PL	RI	TW	SH	ME	IMP	
Jill Purple	SH	SP	TW	PL	RI	ME	IMP	CF	CO
Jo Pink	CF	PL	SP	RI	SH	ME	IMP	TW	CO
How others see you (combined):	SP	PL	CF	RI	SH	TW	ME	IMP	CO
Your Complete Picture:	SP	CF	PL	SH	IMP	RI	ME	TW	CO

Things to think about:

- People may see different strengths in you.
- You might have different relationships with each of them, depending on the situations in which they see you.
- Don't get too hung up on the details, the variations may only be slight.
- Think about why people might see you differently and how that could affect what they think of your Team Roles.

Based on 4 Observer Assessments

You asked other people to complete a questionnaire about you, ticking words and phrases they think apply to you and your behaviour. Here is a summary of the words they ticked. It's normal to have zeroes.

tough	5	seizes opportunities	2	disciplined	1	absent-minded	0
perfectionist	5	challenging	2	efficient	1	indecisive	0
dedicated to study	5	creative	2	has good judgement	1	over-talkative	0
self-reliant	4	corrects mistakes	2	encouraging of others	1	confrontational	0
realistic	4	practical	2	manipulative	0	absorbed in own area	0
caring	4	outgoing	2	unobservant	0	doubtful	0
helpful	4	reliable	2	unenthusiastic	0	impatient	0
meticulous	3	restricted in outlook	1	unadventurous	0	fearful of conflict	0
imaginative	3	inflexible	1	possessive of work	0	hesitant	0
broad in outlook	3	inventive	1	pushy	0	frightened of failure	0
inquisitive	3	enterprising	1	uninvolved with detail	0	unbiased	0
free-thinking	3	persuasive	1	inconsistent	0	methodical	0
logical	3	persevering	1	resistant to change	0	competitive	0
accurate	3	perceptive	1	gets others to do the work	0	willing to adapt	0
keen to share knowledge	3	diplomatic	1	reluctant to let go	0	analytical	0
unconventional	2	outspoken	1	over-sensitive	0	advises others	0
forceful	2	loves learning	1	fussy	0	confident and relaxed	0
original	2	studious	1	impulsive	0	aware of what needs to be done	0