



Jo Pink

Belbin GetSet Team Role Report

SPI completion date: 01/03/2022

Observer completion date: 01/03/2022

Number of Observers: 6

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.

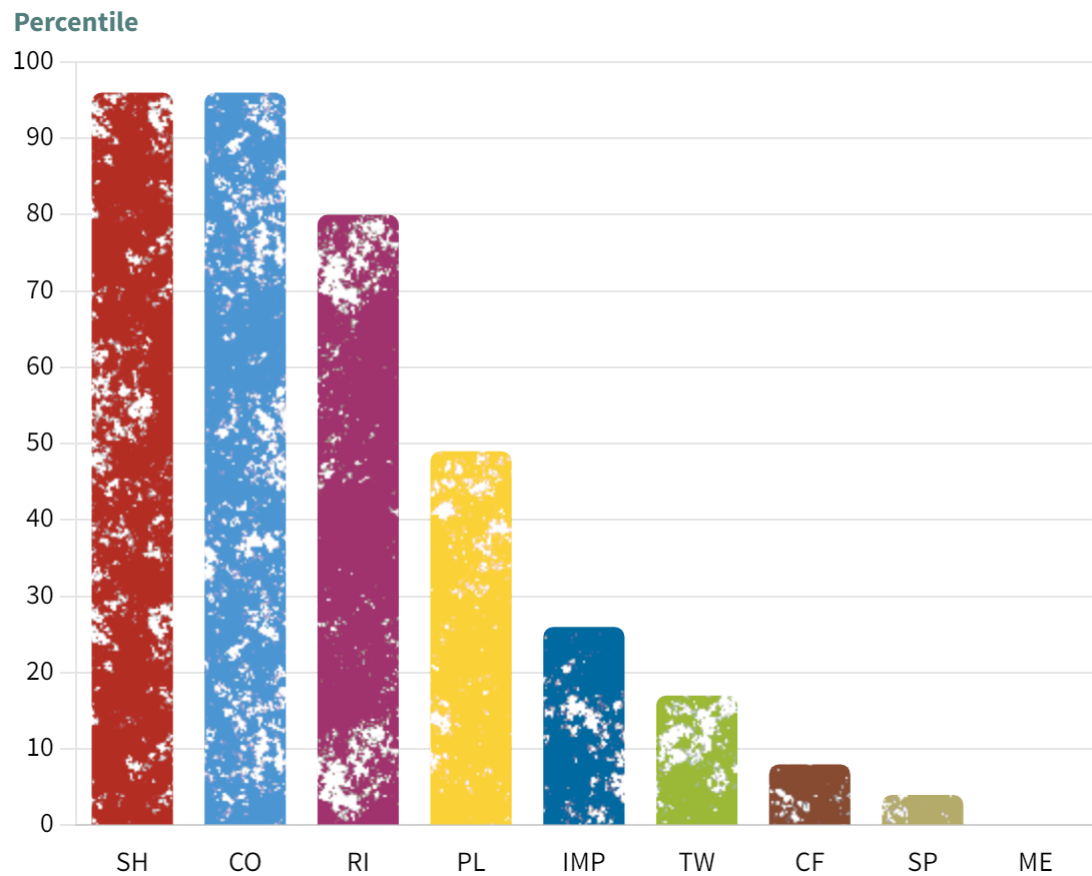
Based on Self-Perception only

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?

Jo - you see yourself Shaper and Co-ordinator.

These two roles suggest an operating style of leading from the front. However, the prime challenge is to exercise that propensity with discretion and without cramping the style and ambition of others.



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

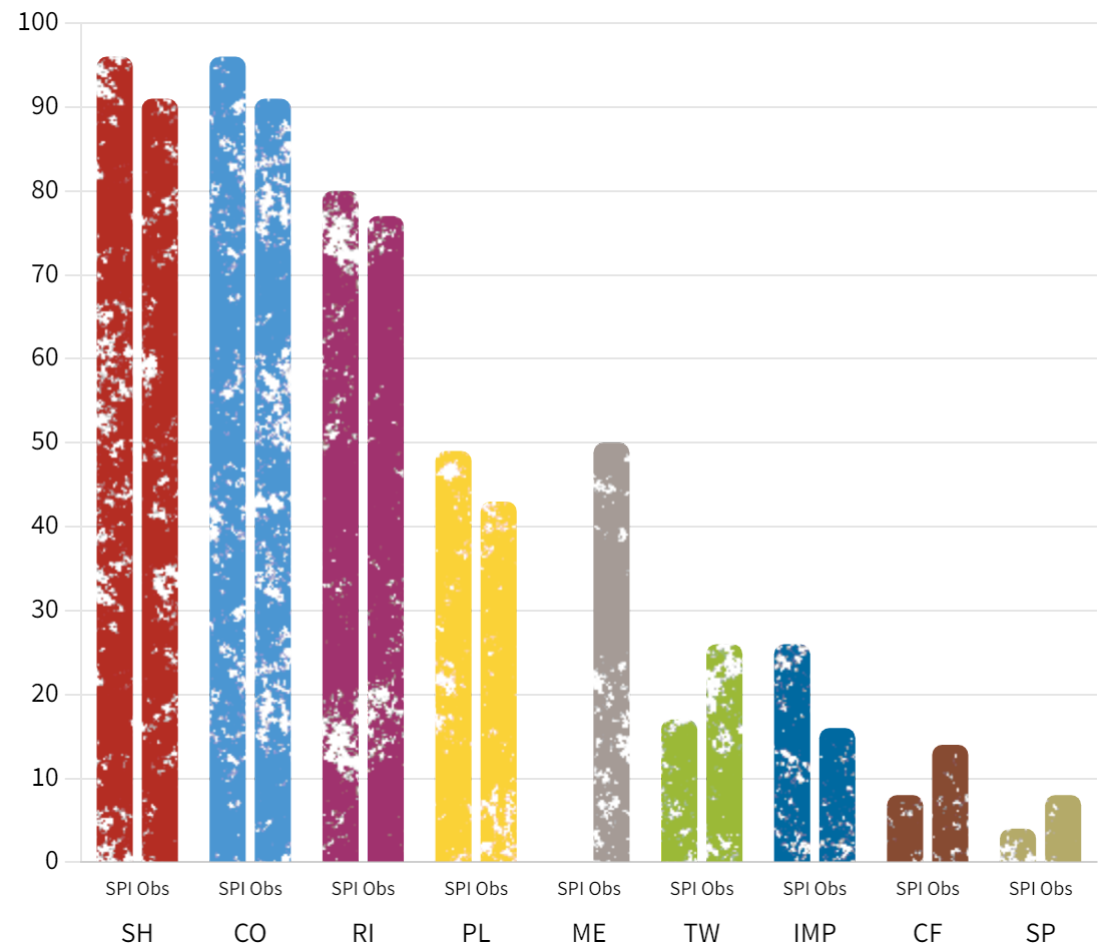
Based on your Self-Perception and 6 Observer Assessments

You see yourself as someone who makes things happen, keeps the group moving forward, and pushes for results.

What do they all agree on?

- Your observers think that you give people around you confidence.
- They also think you would be good in situations where it is important to speak out rather than to conform.
- They see that you are likely to put others at ease with your easygoing and positive attitude.
- It is also observed that you are not afraid to confront people on matters where you disagree.
- Furthermore they also see that you will rise up to a challenge and try your hardest.

Percentile



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



Based on your Self-Perception and 6 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 Shaper and a Co-ordinator.

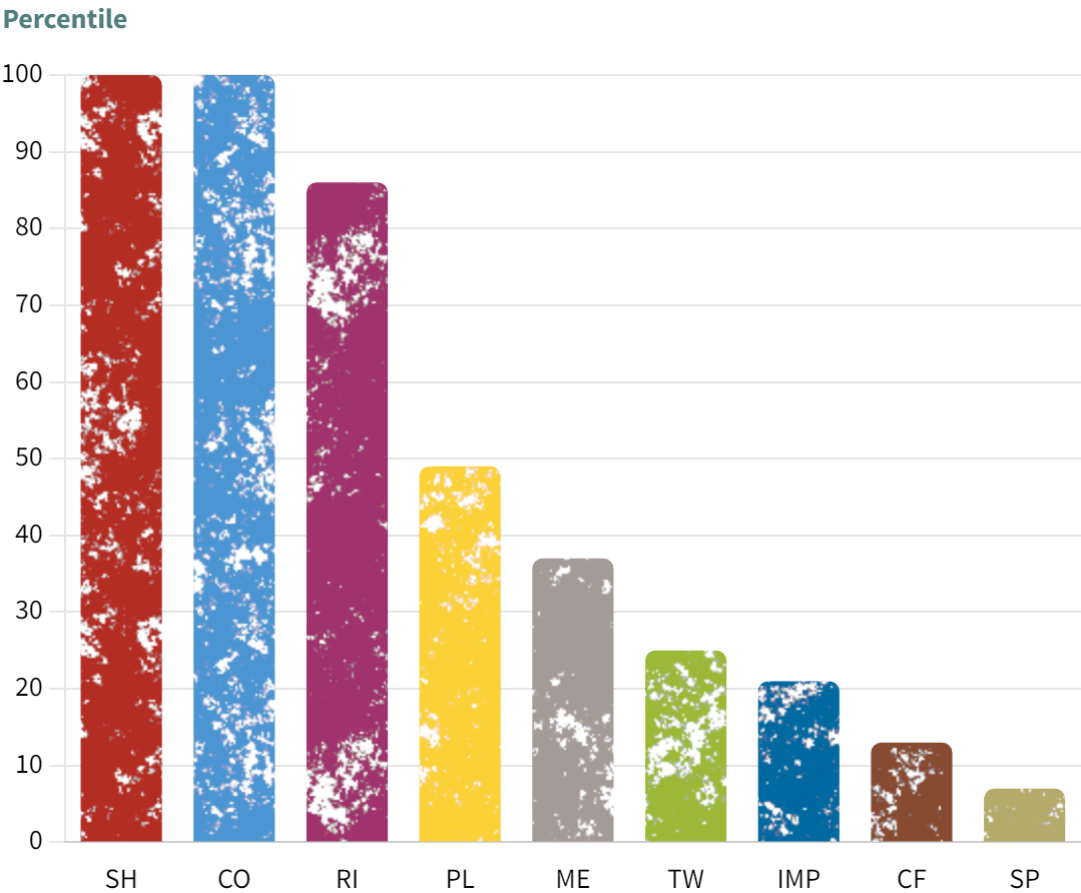
What does this mean? It means, Jo, that you're someone who can take control and push to get results.



Shapers make things happen. They want action. They get results, have a desire to win and a competitive nature. They are not afraid to speak out about the way forward.



Co-ordinators are usually confident people who have an interest in others. They usually bring out the best in their colleagues. Good Co-ordinators understand what work needs to be done and will organise others or delegate if appropriate.



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



Based on your Self-Perception and 6 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 have a clear idea of what's important, who should do what and how to make sure you get results. You're keen to get things done and able to make sure that others join in and take part.

You're likely to work best in situations where you're given responsibility. This might not happen straightaway, so focus on encouraging other people to use their strengths, and providing the energy which gets things moving.

You might find it difficult to achieve a balance between pushing to get results, and leading discussions to make sure that everyone is heard and that people agree how to go forwards. Each of these styles is useful, but they can be tricky to combine.

Another plus point

You also appear to be enthusiastic about meeting new people and making the most of opportunities. Take the time to go out and chat to people, to see what information you can find out and how good ideas might be developed.

Something to bear in mind

At the moment, you don't seem to be someone who enjoys learning about a subject in depth. When something calls for a certain level of knowledge, make sure that you ask an expert.

Learning Style

You like to understand the overall relevance of a particular subject and may become impatient or frustrated with confusing subjects or theories which don't seem to lead anywhere.

Based on your Self-Perception and 6 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.



SH

"I like taking overall responsibility for ensuring that group goals are met."



CO

"I like to be given responsibility for making the most of opportunities and driving things forward."



SH



RI

Show off your strengths

- Talk about times when you've enjoyed competing with others or have challenged yourself to achieve your goals.
- Make sure you show that you're an energetic person who can shake things up and make things happen.



SH

"I like to offer new ideas and directions."



PL



CO

"Meeting new people and helping people to communicate more effectively are what I do best."



RI

You might want to give this some thought

You like to challenge yourself and others to meet a particular goal. Others are proud of their learning and understanding a subject for its own sake. Can you show that you can see the importance of both approaches?

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 6 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:	SH	CO	RI	PL	IMP	TW	CF	SP	

Observations:

Debs Orange	SH	CO	ME	RI	PL	TW	IMP	SP
Peter Green	RI	CO	SH	PL	ME	TW	IMP	
Victoria Yellow	CO	SH	RI	ME	TW	PL	IMP	
Stuart Brown	CO	RI	SH	ME	PL	TW		
Jill Purple	SH	CO	RI	CF	ME	SP	IMP	TW
Dave Blue	SH	PL	CO	RI	TW	CF	ME	IMP

How others see you (combined):	SH	CO	RI	ME	PL	TW	IMP	CF	SP
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Your Complete Picture:	SH	CO	RI	PL	ME	TW	IMP	CF	SP
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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 6 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.

encouraging of others	11	perceptive	3	persevering	1	fussy	0
outspoken	9	creative	3	loves learning	1	impulsive	0
confident and relaxed	9	free-thinking	3	self-reliant	1	absent-minded	0
challenging	7	unobservant	2	logical	1	over-talkative	0
competitive	7	pushy	2	efficient	1	confrontational	0
analytical	7	gets others to do the work	2	accurate	1	doubtful	0
aware of what needs to be done	7	hesitant	2	helpful	1	fearful of conflict	0
outgoing	6	diplomatic	2	restricted in outlook	0	meticulous	0
persuasive	5	corrects mistakes	2	inflexible	0	frightened of failure	0
broad in outlook	5	realistic	2	unenthusiastic	0	tough	0
practical	5	advises others	2	unadventurous	0	imaginative	0
has good judgement	5	reliable	2	possessive of work	0	perfectionist	0
caring	5	manipulative	1	uninvolved with detail	0	methodical	0
seizes opportunities	4	absorbed in own area	1	unconventional	0	studious	0
inquisitive	4	impatient	1	inconsistent	0	willing to adapt	0
indecisive	3	inventive	1	resistant to change	0	disciplined	0
forceful	3	enterprising	1	reluctant to let go	0	dedicated to study	0
original	3	unbiased	1	over-sensitive	0	keen to share knowledge	0