

A Quick Introduction to Belbin Team Roles

WHAT ARE BELBIN TEAM ROLES?

Team Roles are the unique contributions a person makes to the success of a business team. For example, one person may be very good at coming up with ideas, whereas another might be skilled at checking for errors.

There are nine Team Roles, each making a different contribution to a team's success. Individuals typically have multiple strong Team Roles. Knowing the balance of roles on your team will help you understand potential conflicts, set ground rules to deal with them and use your resources most effectively.

Using Belbin Team Roles enables team members to use their unique strengths to achieve results.

THE NINE TEAM ROLES

	CONTRIBUTIONS	ALLOWABLE WEAKNESSES
PLANT	Creative, imaginative, unorthodox. Solves difficult problems.	Ignores incidentals. Too preoccupied to communicate effectively.
RESOURCE INVESTIGATOR	Extrovert, enthusiastic, communicative. Explores opportunities. Develops contacts.	Over-optimistic. Loses interest once initial enthusiasm has passed.
CO-ORDINATOR	Mature, confident, a good chairperson. Clarifies goals, promotes decision-making, delegates well.	Can be seen as manipulative. Offloads personal work.
SHAPER	Challenging, dynamic, thrives on pressure. The drive and courage to overcome obstacles.	Prone to provocation. Offends people's feelings.
MONITOR EVALUATOR	Sober, strategic and discerning. Sees all options. Judges accurately.	Lacks drive and ability to inspire others.
TEAMWORKER	Co-operative, mild, perceptive and diplomatic. Listens, builds, averts friction.	Indecisive in crunch situations.
IMPLEMENTER	Disciplined, reliable, conservative and efficient. Turns ideas into practical actions.	Somewhat inflexible. Slow to respond to new possibilities.
COMPLETER FINISHER	Painstaking, conscientious, anxious. Searches out errors and omissions. Delivers on time.	Inclined to worry unduly. Reluctant to delegate.
SPECIALIST	Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.	Contributes on only a narrow front. Dwells on technicalities.

WHAT MAKES BELBIN TEAM ROLES DIFFERENT FROM OTHER ASSESSMENTS?

The Belbin Team Role analysis is different from personality or psychometric assessments. That's because teams, rather than individuals, drive an organization's results.

The Belbin approach:

- Uses individual and observer feedback to develop results, which reduces the amount of bias present in assessments that only use self evaluations
- Measures clusters of behavior, not personality, and defines the ideal responsibilities for each role
- Emphasizes getting better business team results in a team setting
- Provides invaluable information on three levels: individual, team, and organization

Your Team Roles report will tell you your role preferences based on your own self-perception, as well as input from observers that you choose.

READY TO GET STARTED?

This is only a brief introduction to Team Roles and their value within an organization.

You can find a more thorough explanation in *A Guide to Team Roles*—including:

- A more detailed explanation of each of the Team Roles and their contributions to a team's success
- Stories that illustrate the value of applying Team Roles to individual, team and organizational development
- The scientific validation behind the Team Roles model
- How to ensure your teams are optimized for success