Software Engineer

Belbin Job Comparison Reports

Specified by: Jo Pink

Job Requirements completion date: 5th May 2021

Job Observations completion date: 5th May 2021

Number of Observations: 3

Colourful Company PLC
Rainbow HR

BELBIN®

Belbin has identified nine different clusters of behaviour - contributions that people can make at work. These are called the Belbin Team Roles. Each role has strengths (the contribution made by playing that role) and associated weaknesses (the potential downsides to playing the role). It's usual to have a few preferred Team Roles, and to display both strengths and weaknesses for those roles.

Resource Investigator
Strengths:
Outgoing, enthusiastic, communicative. Explores opportunities and develops contacts.
Associated Weaknesses:
Over-optimistic. Loses interest once initial enthusiasm has passed.

Teamworker
Strengths:
Co-operative, perceptive and diplomatic. Listens and averts friction.
Associated Weaknesses:
Indecisive in crunch situations. Avoids confrontation.

Co-ordinator
Strengths:
Mature, confident, identifies talent. Clarifies goals. Delegates effectively.
Associated Weaknesses:
Can be seen as manipulative. Offloads own share of the work.

Plant
Strengths:
Creative, imaginative, free-thinking. Generates ideas and solves difficult problems.
Associated Weaknesses:
Ignores incidentals. Too pre-occupied to communicate effectively.

Monitor Evaluator
Strengths:
Sober, strategic and discerning. Sees all options and judges accurately.
Associated Weaknesses:
Lacks drive and ability to inspire others. Can be overly critical.

Specialist
Strengths:
Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.
Associated Weaknesses:
Contributes only on a narrow front. Dwells on technicalities.

Shaper
Strengths:
Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.
Associated Weaknesses:
Prone to provocation. Offends people's feelings.

Implementer
Strengths:
Practical, reliable, efficient. Turns ideas into actions and organizes work that needs to be done.
Associated Weaknesses:
Somewhat inflexible. Slow to respond to new possibilities.

Completer Finisher
Strengths:
Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects.
Associated Weaknesses:
Inclined to worry unduly. Reluctant to delegate.

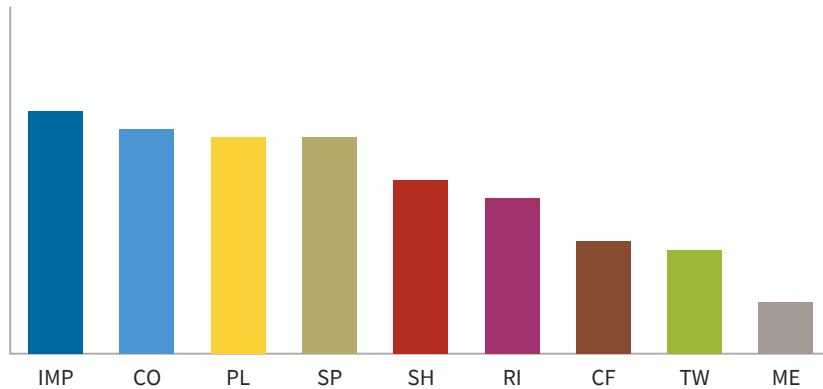| RI	TW	CO	PL	ME	SP	SH	IMP	CF
Resource Investigator	Teamworker	Co-ordinator	Plant	Monitor Evaluator	Specialist	Shaper	Implementer	Completer Finisher

Suitability for the job **Software Engineer** as specified by **Jo Pink**

Software Engineer

IMP CO PL SP SH RI CF TW ME
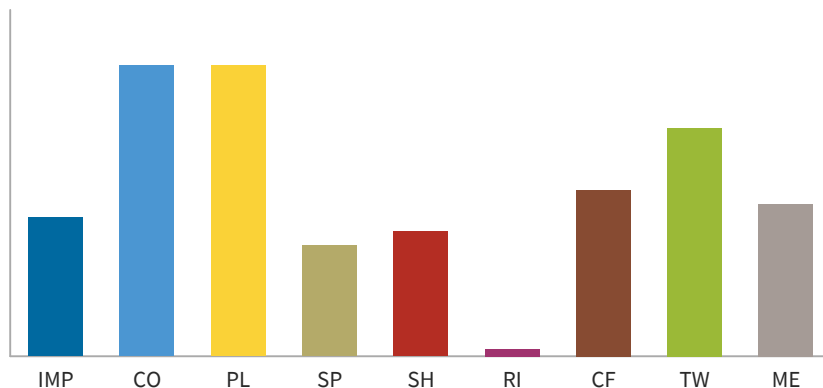
In comparison with the job of Software Engineer, Dave:

- is probably able to cope with any necessary planning and organising that the job entails.

- appears to have an aptitude for liaison work and a readiness to work with others to achieve group objectives.

- appears to be someone with the capacity to meet the innovative demands of the job and an interest in breaking new ground.

Dave Blue

IMP CO PL SP SH RI CF TW ME

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

Comparing the observations of the job **Software Engineer** with **Dave**'s Observer Assessments as specified by 4 Observers

Looking at the comparison between Dave's Observer words and those specified for the job, it can be concluded that Dave is **not a particulary good match.**

Top 6 Job Observation Words based on 3 Job Observations	Position (out of 72) in Dave's descending order based on 4 Observers	Total number of ticks given by Dave's 4 Observers
corrects errors	**10th**	3
methodical	**18th**	2
accurate	**12th**	3
logical	**20th**	2
reliable	**72nd**	0
perfectionist	**62nd**	0

- This table compares the top Observer words for the job with the individual's Observer feedback

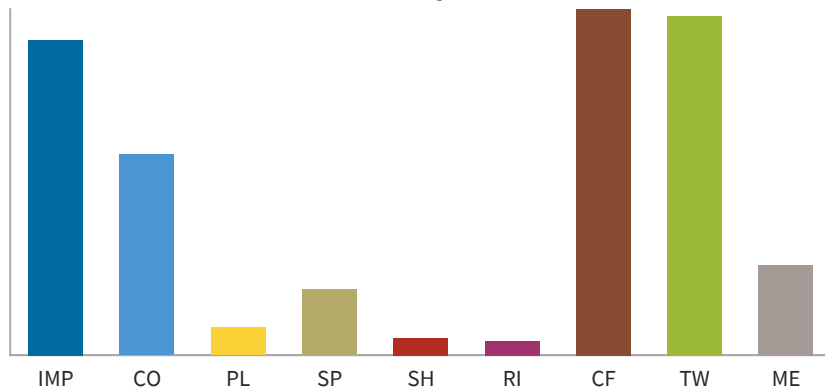# Suitability for the job **Software Engineer** as specified by **Jo Pink**

Software Engineer

| IMP | CO | PL | SP | SH | RI | CF | TW | ME |

Jill Purple

| IMP | CO | PL | SP | SH | RI | CF | TW | ME |
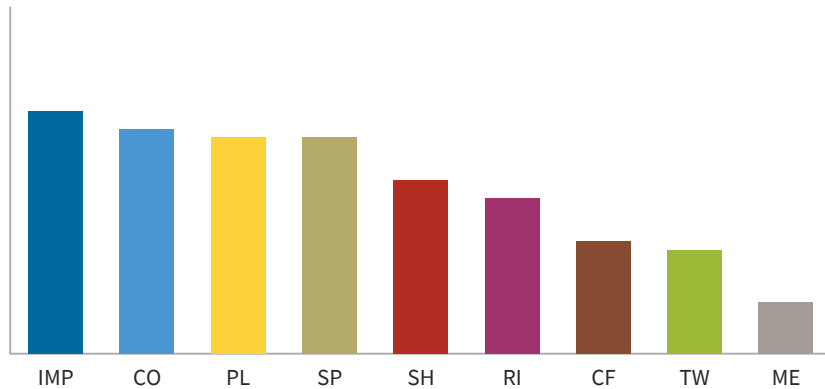
In comparison with the job of Software Engineer, Jill:

● should cope well with any matters requiring organisation, preparation and action.

● appears to have an aptitude for liaison work and a readiness to work with others to achieve group objectives.

● may not have the visionary qualities required to make an impact in this area.

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

Comparing the observations of the job **Software Engineer** with **Jill**'s Observer Assessments as specified by 4 Observers

Looking at the comparison between Jill's Observer words and those specified for the job, it can be concluded that Jill is **a very good match.**

Jill's Observers identified the following characteristics which are useful for this job: corrects errors, methodical, accurate, reliable and perfectionist.

Top 6 Job Observation Words based on 3 Job Observations	Position (out of 72) in Jill's descending order based on 4 Observers	Total number of ticks given by Jill's 4 Observers
corrects errors	6th	4
methodical	7th	4
accurate	2nd	5
logical	12th	3
reliable	3rd	5
perfectionist	5th	4

- This table compares the top Observer words for the job with the individual's Observer feedback

Suitability for the job **Software Engineer** as specified by **Jo Pink**
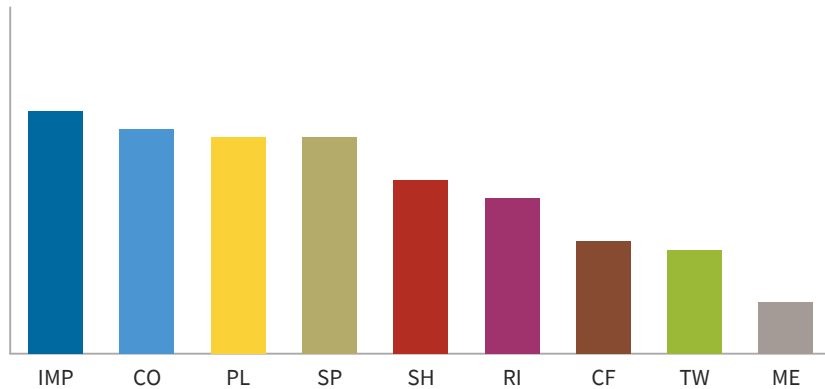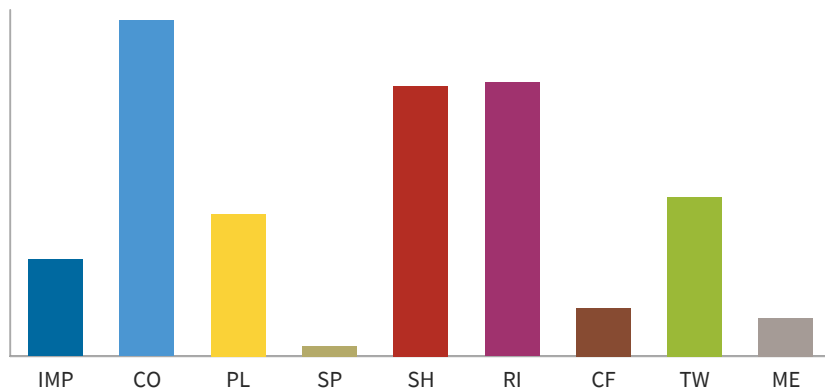
Software Engineer

In comparison with the job of Software Engineer, Jo:

- is likely to make an effective contribution in clarifying objectives and should be able to cope well with co-ordinating people and steering group effort.

- is probably able to cope with any necessary planning and organising that the job entails.

- appears to be someone with the capacity to meet the innovative demands of the job and an interest in breaking new ground.

Jo Pink

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

Comparing the observations of the job **Software Engineer** with **Jo**'s Observer Assessments as specified by 6 Observers

Looking at the comparison between Jo's Observer words and those specified for the job, it can be concluded that Jo is **a poor match.**

Top 6 Job Observation Words based on 3 Job Observations	Position (out of 72) in Jo's descending order based on 6 Observers	Total number of ticks given by Jo's 6 Observers
corrects errors	27th	2
methodical	40th	1
accurate	42nd	1
logical	41st	1
reliable	30th	2
perfectionist	64th	0

- This table compares the top Observer words for the job with the individual's Observer feedback

# Suitability for the job **Software Engineer** as specified by **Jo Pink**
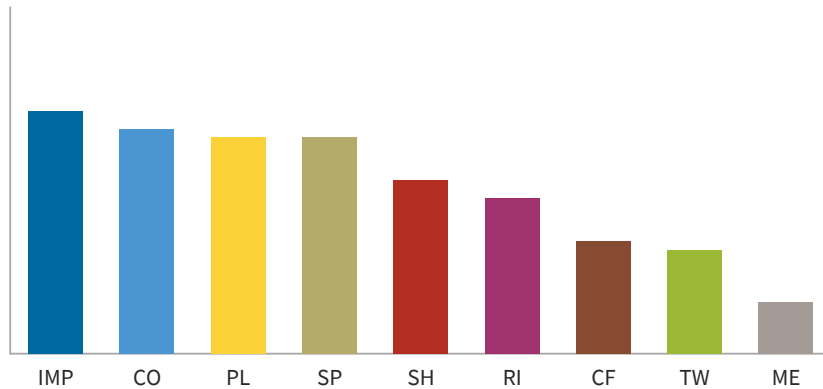
Software Engineer

In comparison with the job of Software Engineer, Peter:

- ● appears to have an aptitude for liaison work and a readiness to work with others to achieve group objectives.

- ● appears to be someone with the capacity to meet the innovative demands of the job and an interest in breaking new ground.

- ● may be insufficiently organised or systematic to meet the necessary requirements.

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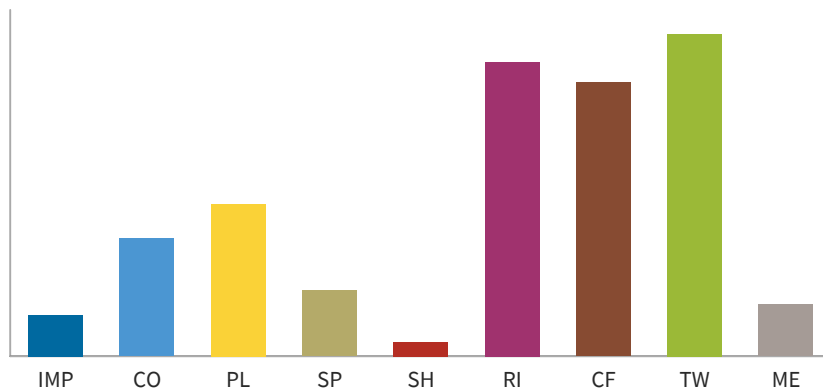
RI	TW	CO	PL	ME	SP	SH	IMP	CF
Resource Investigator	Teamworker	Co-ordinator	Plant	Monitor Evaluator	Specialist	Shaper	Implementer	Completer Finisher

Printed: 05 Nov 2021

Comparing the observations of the job **Software Engineer** with **Peter**'s Observer Assessments as specified by 4 Observers

Looking at the comparison between Peter's Observer words and those specified for the job, it can be concluded that Peter is **a poor match.**

Top 6 Job Observation Words based on 3 Job Observations	Position (out of 72) in Peter's descending order based on 4 Observers	Total number of ticks given by Peter's 4 Observers
corrects errors	27th	1
methodical	64th	0
accurate	11th	2
logical	68th	0
reliable	72nd	0
perfectionist	9th	2

- This table compares the top Observer words for the job with the individual's Observer feedback

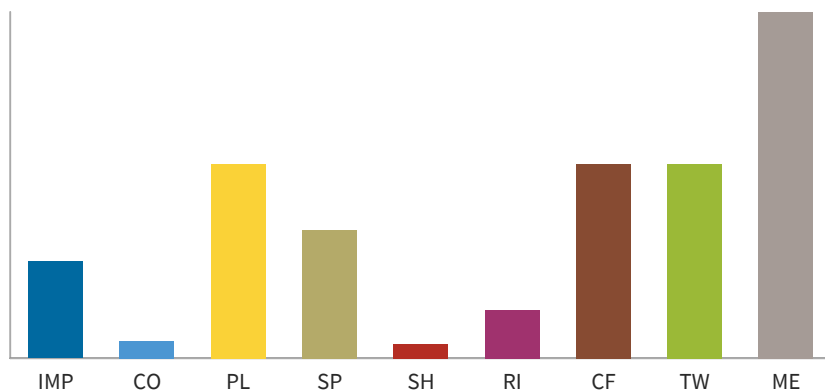# Suitability for the job **Software Engineer** as specified by **Jo Pink**

Software Engineer

IMP   CO   PL   SP   SH   RI   CF   TW   ME
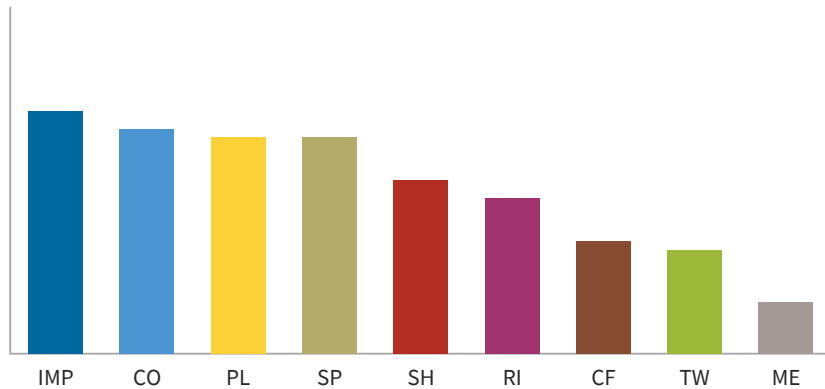
In comparison with the job of Software Engineer, Stuart:

● is probably able to cope with any necessary planning and organising that the job entails.

● appears to be someone with the capacity to meet the innovative demands of the job and an interest in breaking new ground.

● may lack the interest in organising or managing others needed to be really effective in this job.

Stuart Brown

IMP   CO   PL   SP   SH   RI   CF   TW   ME

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

Comparing the observations of the job **Software Engineer** with **Stuart**'s Observer Assessments as specified by 4 Observers

Looking at the comparison between Stuart's Observer words and those specified for the job, it can be concluded that Stuart is **not a particulary good match.**

Stuart's Observers identified the following characteristics which are useful for this job: logical.

Top 6 Job Observation Words based on 3 Job Observations	Position (out of 72) in Stuart's descending order based on 4 Observers	Total number of ticks given by Stuart's 4 Observers
corrects errors	14th	2
methodical	66th	0
accurate	15th	2
logical	4th	4
reliable	17th	2
perfectionist	10th	2

- This table compares the top Observer words for the job with the individual's Observer feedback

BELBIN®

Suitability for the job **Software Engineer** as specified by **Jo Pink**

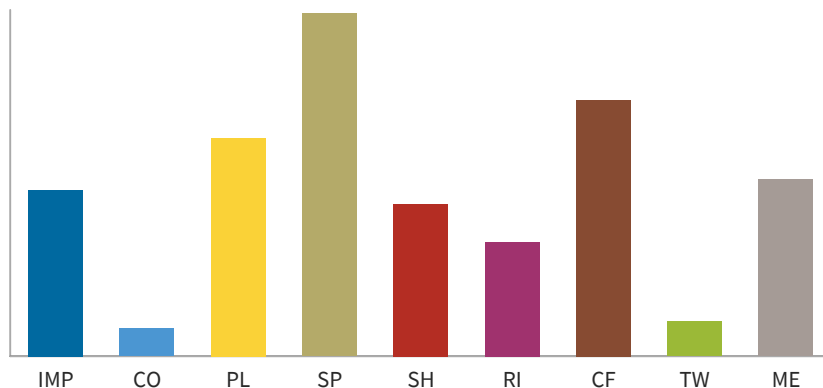**Software Engineer**

| IMP | CO | PL | SP | SH | RI | CF | TW | ME |
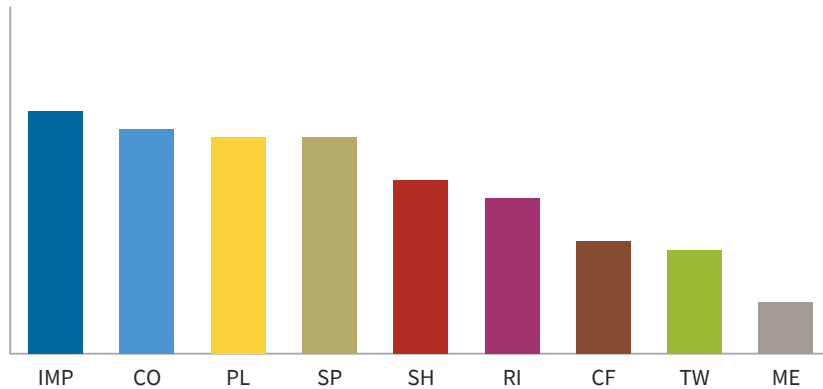
In comparison with the job of Software Engineer, Victoria:

- 🟠 is probably able to cope with any necessary planning and organising that the job entails.

- 🟠 appears to be someone with the capacity to meet the innovative demands of the job and an interest in breaking new ground.

- 🔴 may lack the interest in organising or managing others needed to be really effective in this job.

Victoria Yellow

| IMP | CO | PL | SP | SH | RI | CF | TW | ME |

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

Comparing the observations of the job **Software Engineer** with **Victoria**'s Observer Assessments as specified by 4 Observers

Looking at the comparison between Victoria's Observer words and those specified for the job, it can be concluded that Victoria is **a good match.**

Victoria's Observers identified the following characteristics which are useful for this job: perfectionist.

Top 6 Job Observation Words based on 3 Job Observations	Position (out of 72) in Victoria's descending order based on 4 Observers	Total number of ticks given by Victoria's 4 Observers
corrects errors	**21st**	**2**
methodical	**36th**	**1**
accurate	**15th**	**3**
logical	**14th**	**3**
reliable	**25th**	**2**
perfectionist	**1st**	**5**

- This table compares the top Observer words for the job with the individual's Observer feedback

Self-Perception Inventory (SPI)

The Self-Perception Inventory is the questionnaire an individual completes to ascertain their Team Roles. The questionnaire consists of eight sections, with each section containing ten items. The individual is asked to allocate ten marks per section to those statements which best reflect their working styles.

Observer Assessment (OA)

The Observer Assessment is the questionnaire completed by people who know the Self-Perception candidate well. We recommend that observers are chosen from among those who have worked with the individual closely and recently and within the same context (e.g. within the same team), since Team Role behaviours can change over time and in different situations.

Team Role Strength

These are the positive characteristics or behaviours associated with a particular Team Role.

Team Role Weakness

This is the flipside of a strength: negative behaviour which can be displayed as the result of a particular Team Role contribution. If someone is playing a particular Team Role well and their strengths outweigh their weaknesses in the role, it is called an "allowable weakness". Weaknesses become "non-allowable" if taken to extreme or if the associated Team Role strength is not displayed.

Percentiles

A percentile is a way of measuring your position in relation to others (the rest of the population). If a group of people take a test and receive scores, these can be distributed from highest to lowest and an individual's score can be judged in relation to the scores of others. If a person's score is in the 80th percentile, this indicates that 20% of people have scored more highly for this measure.

Percentages

Percentages represent a proportion of the whole. If you take an aptitude test and score 70 marks out of a possible 100, your score is 70%.

Strong example of a Team Role

A strong example is someone who appears to play a particular Team Role to especially good effect. To qualify as a strong example of a particular Team Role, someone needs to be in the 80th percentile for that Team Role according to their Self-Perception. Once Observer Assessments are added, Observer feedback is also taken into account to determine whether or not someone qualifies as a strong example.

Points Dropped

Some items in the Self-Perception Inventory pertain to claims about oneself rather than a valid Team Role contribution. If you have made more of these claims than 90% of the population, your Team Role feedback will take this into consideration.