

**BELBIN®**

# How to...

## Use Belbin Team Role Reports To Form a Team

### **BELBIN®** Sample Team Report 5

Team Role Circle

#### Based on Self-Perception and Observer Assessments

This page gives an 'at-a-glance' view of the balance and spread of Team Roles within the team. Each team member's **Top Two** roles are shown in the relevant segments of the circle. This helps you to explore which contributions might be missing in the team and where clashes may occur.



RI Resource Investigator TW Teamworker CO Co-ordinator PL Plant ME Monitor Evaluator SP Specialist SH Shaper

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## How to... Use Belbin Team Role Reports To Form a Team

In many organisations, teams are well-established in set locations with team members having defined job descriptions and roles. However, in Belbin terms, it can be beneficial to assemble a team to meet a specific challenge – for example, when beginning a new project or introducing change.

The formation of a new team provides an opportunity to move outside existing structures and to put together a number of individuals who may not previously have worked together, but who – in combination – provide the best spread of roles to meet the requirements of the task at hand.

Being more flexible about the composition of teams (and setting up and disbanding teams for specific purposes) can help to ensure that the most suitable individuals are able to contribute, regardless of rank or role. It can also prevent stagnation and circumvent interpersonal conflicts or ineffective management diplomatically and without undermining traditional hierarchical structures.

So how do you go about assembling a new team?

As Projects progress different Team Roles are required					
Identify goals		Shaper		Co-ordinator	
Ideas		Plant		Resource Investigator	
Plans		Monitor Evaluator		Specialist	
Contacts		Resource Investigator		Teamworker	
Organisation		Implementer		Co-ordinator	
Follow through		Completer Finisher		Implementer	

## Decide on the team's purpose

Before you can begin to put the team together, you need to decide what the team needs to do and consider which Team Roles are required to make this happen. This table shows the Team Roles which are most appropriate to each stage of a hypothetical project's life cycle:

When deciding on the make-up of your new team, there are a few key points to remember:

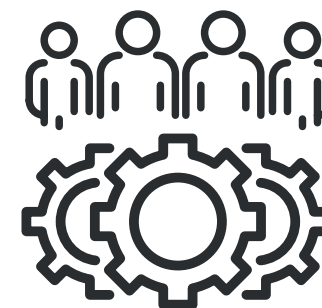
- **Size** – although there are nine Team Roles, this doesn't mean that you need nine people in the team, since individuals tend to have more than one preferred Team Role. An ideal size for a team is about 4-6 people. Often, beyond this number, the team becomes a group, with different associated characteristics and behaviours.
- **Timing** – whilst it is important to have a balance of Team Roles, not all Team Roles are required at every stage of the project. If a role is introduced at the wrong stage, this can have adverse consequences on the project. For example, a Monitor Evaluator should not be present at the initial "ideas" stage, since there is a risk that they might dampen enthusiasm and cause a potentially strong idea to be rejected too early. Instead, consider the idea of a "fluid" team where members join the team to make their contribution and drop out again when their stage of the project is at an end.
- **Abundance** – with certain Team Roles, it is fair to say that "a little goes a long way", so overpopulation of a specific Team Role in a team is not a good idea. This primarily applies to Plants (too many ideas competing for attention) and Shapers (potential for aggressive behaviour).

### Differentiating Teams from Groups



#### Group

People brought together for a common purpose while being too numerous to allow Team Role relationships to form



#### Team

A limited number of people selected to work together for a shared objective in a way that allows each person to make a distinctive contribution

## Find out which Team Roles are in the pool

The next step is to find out the Team Role composition of everyone in the “pool” of individuals from which the team will be drawn. Each person must complete a Belbin Self-Perception Inventory and obtain Observer Assessments so that you can ensure that you have the most accurate information about each person’s Team Role contributions.

The Belbin Team report can help you to draw this information together, so that you have an “at a glance” reference from which to work.

It is important to note that whilst the **Overview of Team Composition** report lets you know preferred roles, it does not necessarily give an idea of the strength of these roles. In this case, it might be useful to cross-reference with some other pages from the Team report: **Potential Contributions** and **Strong Examples of Team Roles**.

### BELBIN® Sample Team Report 5

#### Overview of Team Role Composition

#### Based on Self-Perception and Observer Assessments

This gives you an overview of the Team Roles for each person in the team, from highest to lowest, according to the Self-Perception, combined Observer responses and the overall profile. If you see a role is missing, this means there is a zero score for this role.

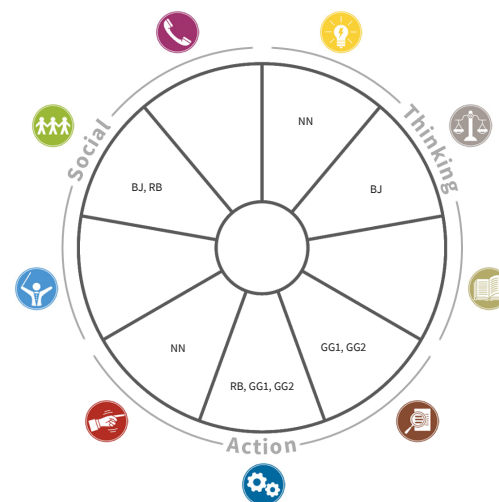
	1	2	3	4	5	6	7	8	9
<b>B Jade</b>									
SPI completed on 20/01/2022									
Self-Perception	ME	TW	CF	SP	CO	IMP	PL	SH	
Observations (6)	IMP	CO	ME	TW	CF	SP	RI	SH	PL
Overall	ME	TW	IMP	CO	CF	SP	RI	SH	PL
<b>R Blue</b>									
SPI completed on 24/01/2022									

### BELBIN® Sample Team Report 5

#### Team Role Circle: Top Two Team Roles

#### Based on Self-Perception and Observer Assessments

This page gives an 'at-a-glance' view of the balance and spread of Team Roles within the team. Each team member's **Top Two** roles are shown in the relevant segments of the circle. This helps you to explore which contributions might be missing in the team and where clashes may occur.



#### Key:

BJ - B Jade  
RB - R Blue  
NN - N Navy  
GG1 - G Grey  
GG2 - G Gold

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



The **Potential Contributions** report offers an idea of how Team Roles might be distributed amongst the team. Bear in mind, these suggestions are made on the basis of Team Role analysis alone. Whilst they should provide some useful pointers, you may want to review the Team Role allocations in light of your knowledge of the individuals concerned and where they fit within the organisation.

The **Strong Examples** report is important because it gives an idea of who might be able to perform best in any given Team Role. An individual could have a top Team Role of Completer Finisher, but someone else in the team (who may have Completer Finisher second or third in their ordered list of roles) might be stronger in the role.

To be considered a Strong Example of a Team Role, an individual must meet several criteria:

- The overall percentile for the Team Role must be over 80
- The individual and observers must be in general agreement as to the order of Team Roles
- The observers must have indicated that the individual's strengths for the Team Role outweigh the associated weaknesses.

If you have more than one contender for a given Team Role, you might be able to use the **Strong Examples** report to help you resolve the issue of who should play the role.



## Health check

Once you have a possible team assembled, there are a number of steps you can take to “health check” the team. This table can help you to decide whether you have all of the behaviours you need and ensure that no project stage has been missed. N.B. Bear in mind that you may not need all of the Team Roles at once.

The Belbin Team reports can help to analyse the make-up of the team you are planning to assemble. If you wish, you can run different sets of reports to represent the team at different stages of the project with different team members.

### A Team Problem – Have we got...

People with any good ideas?		Plants
Someone who chooses which idea would work best?		Monitor Evaluators
Someone who is going to allocate the roles and orchestrate the team effort?		Co-ordinators
Practical people who can realise these suggestions?		Implementers
People who are going to produce high standards?		Completer Finishers
People who are going to make contacts outside the group and find external resources?		Resource Investigators
Someone who is going to move the group forward and stop complacency?		Shaper
Someone who is going to stop arguments and pull the team together and improve atmosphere?		Teamworker
People who are knowledgeable in certain areas of expertise?		Specialist

For example, the Team Role Circle provides a visual representation of the individuals who fulfil each role (represented by their initials) and can identify any gaps or potential overlaps of Team Roles.

## Help the team to work together

Once the team has been assembled, they will need ongoing support to ensure that they are working productively together.

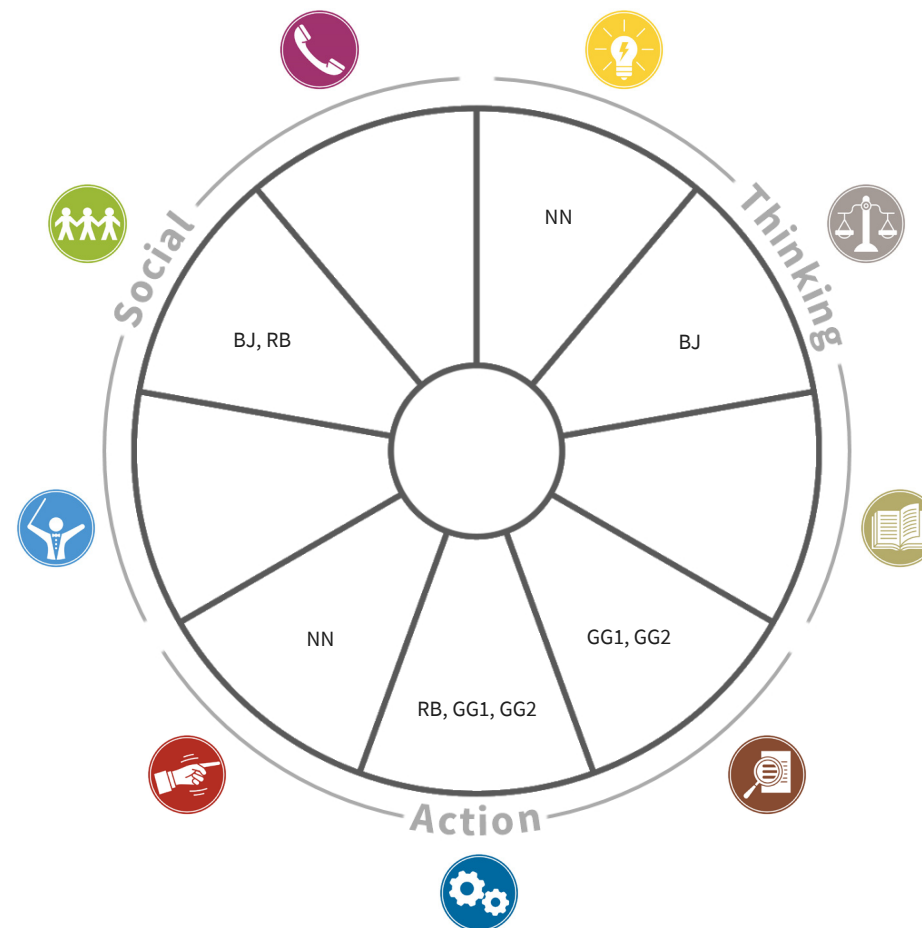
With the team in place, you might wish to revisit the Team Role Circle with the team, encouraging discussion and analysis of the findings. Once you have introduced Team Roles, ask participants to come up with a list of five strengths of the team, and five possible weaknesses. This may include statements such as: “We have three Teamworkers and no Shapers. This means that we are at risk of losing direction and focus. However, the atmosphere within the team is likely to be very supportive.”

On completion of this exercise, ask participants to come up with three action points, based on their discussions, which will enable the team to increase its effectiveness.

### In an effective team:

- Members understand their own and others’ strengths and weaknesses
- The required Team Roles are represented
- Relationships promote strengths and contain weaknesses

Once the team has been working together for some time, Observer Assessments can be completed to assess each individual’s place within the new team and to address any issues which may arise.



**Notes:**



## Belbin Team Report

The Team reports discussed in this guide can be produced once the individuals have completed their Self-Perception Inventory and received all the Observer Assessments (if required).

## Accreditation

The Belbin model has numerous other applications. To ensure that you are using the Belbin Team Role reports to their maximum potential, and making the most of your investment, we would recommend attending the Belbin Accreditation Course.

## Further Reading

*Team Roles at Work* – offers managers a practical guide to improving their teams within the workplace to deliver significantly better results for their organisations. This reflects well on them as a manager whilst also saving them time and energy, by using each team member to their best advantage to achieve overall team goals.

(R Meredith Belbin, *Team Roles at Work*, (Butterworth Heinemann, 2nd ed., 2010) ISBN: 978-1-85617-8006)

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## Belbin Team Role Descriptions



### Resource Investigator

#### Strengths:

Outgoing, enthusiastic, communicative.  
Explores opportunities and develops contacts.

#### Associated/Allowable Weaknesses:

Over-optimistic. Loses interest once initial enthusiasm has passed.



### Plant

#### Strengths:

Creative, imaginative, free-thinking.  
Generates ideas and solves difficult problems.

#### Associated/Allowable Weaknesses:

Ignores incidentals. Too preoccupied to communicate effectively.



### Shaper

#### Strengths:

Challenging, dynamic, thrives on pressure.  
Has the drive and courage to overcome obstacles.

#### Associated/Allowable Weaknesses:

Prone to provocation. Offends people's feelings.



### Teamworker

#### Strengths:

Co-operative, perceptive and diplomatic.  
Listens and averts friction.

#### Associated/Allowable Weaknesses:

Indecisive in crunch situations.  
Avoids confrontation.



### Monitor Evaluator

#### Strengths:

Sober, strategic and discerning.  
Sees all options and judges accurately.

#### Associated/Allowable Weaknesses:

Lacks drive and ability to inspire others.  
Can be overly critical.



### Implementer

#### Strengths:

Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done.

#### Associated/Allowable Weaknesses:

Slow to respond to new possibilities.  
Somewhat inflexible.



### Co-ordinator

#### Strengths:

Mature, confident, identifies talent.  
Clarifies goals. Delegates effectively.

#### Associated/Allowable Weaknesses:

Can be seen as manipulative.  
Offloads own share of the work.



### Specialist

#### Strengths:

Single-minded, self-starting, dedicated.  
Provides knowledge and skills in rare supply.

#### Associated/Allowable Weaknesses:

Contributes only on a narrow front.  
Dwells on technicalities.



### Completer Finisher

#### Strengths:

Painstaking, conscientious, anxious.  
Searches out errors. Polishes and perfects.

#### Associated/Allowable Weaknesses:

Inclined to worry unduly.  
Reluctant to delegate.



The only sanctioned way of finding out your Belbin® Team Role strengths and weaknesses is by completing the official Belbin® Self-Perception Inventory online, and receiving a Belbin® Individual Report.

Over 3 million Belbin® Reports have been generated worldwide for individuals, managers, teams and organisations.  
We can help you every step of the way.

**Contact us at [belbin.com](https://belbin.com) to start your Belbin® journey.**

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