



REPORT FOR

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BELBIN®

Belbin is a way to talk about how people behave.

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.



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.



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.



Co-ordinator

Strengths: Mature and confident. Aware of priorities. Encourages others.

Allowable weaknesses: Can ask others to do things that they should do themselves.



Teamworker

Strengths: Works well with others, is perceptive and diplomatic. Listens well and avoids friction.

Allowable weaknesses: Can be indecisive in important situations.



Monitor Evaluator

Strengths: Weighs and balances all options without emotion. Judges accurately.

Allowable weaknesses: Can lack drive and ability to inspire others.



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.



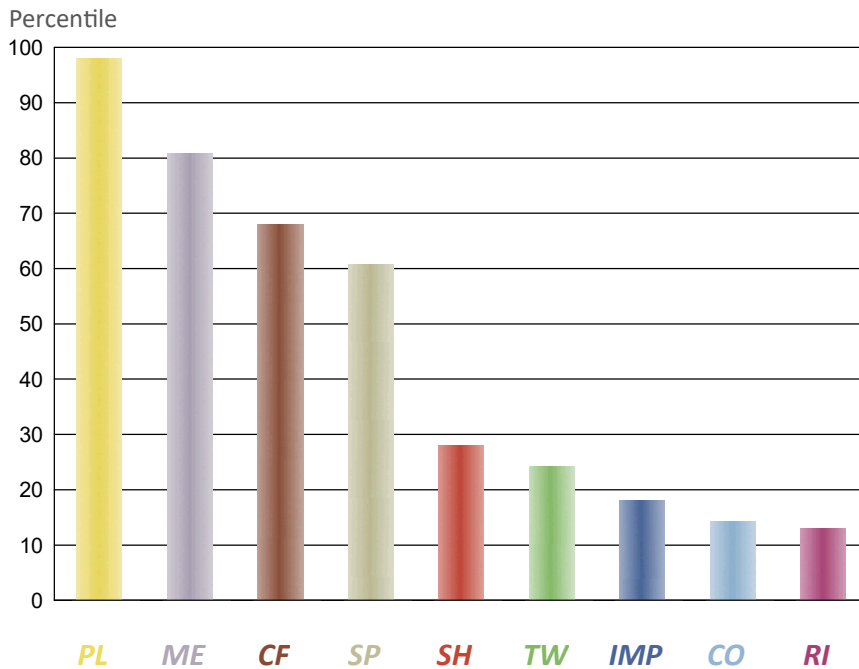
Specialist

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.

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.



Key

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

What does this mean?

Katy - you see yourself primarily as a Plant and a Monitor Evaluator. Plants are unconventional in their thinking and produce imaginative and original lines of thought when the team is stuck for ideas. Their major strength is being creative and being able to come up with ideas when others can't. Monitor Evaluators are concerned with looking at things with a critical eye. Accordingly they work out the best course of action. Their judgement is good and they are appreciated for staying impartial and not getting emotionally involved when making decisions. Hence they usually produce sensible plans. The combination of these top two Team Roles suggests a prolific thinker who possesses talents for both originating and evaluating new ideas. This combination signifies someone likely to make their mark in an area where the problems are complex and difficult.

**PL****ME***How do you think you can best show your strengths?*

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're someone who enjoys challenges where you can use your mind, whether you're coming up with new ideas or weighing up options and deciding on the best way forward.

Let other people know that you enjoy problem-solving. Avoid becoming caught up in discussions and arguments which don't lead to a practical solution, so that people know they can rely on you to come up with something, rather than just thinking about it.

You may find that you apply a "sense check" to your own ideas. This might mean that you don't waste time on ideas that won't work, but bear in mind that it is more difficult to take a balanced view of your own ideas.

Another plus point

You also appear to like making sure that the details are right and that no mistakes have been made. To work on this further, you could offer to check things through at the end of a project and add the finishing touches.

Something to bear in mind

At the moment, you don't seem to be someone who gets out and about to meet new people and find out what's possible. It's important to keep in touch with someone who is good at doing that, so you don't miss out on what is happening elsewhere.

Learning Style

You like to work on your own and think your way around complex problems. You might find group learning uncomfortable, because you may feel distanced from others and unable to share what you have learned.



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.



Team Roles

Work Style

1	2	3	4
 PL	 ME		
 PL		 CF	
 PL			 SP
 PL	 ME	 CF	

"I like to ensure the ideas I offer are relevant to the situation."

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

"I find that study can often lead to new ideas."

"I believe I have a talent for predicting and correcting mistakes and problems."

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Show off your strengths

- Talk about times when you've come up with new ideas and made something from nothing.
- Make sure you show that you're someone who can go beyond the obvious and think of creative answers to difficult problems.

You might want to give this some thought

- You might be seen as someone who comes up with ideas on your own, but does not go out and explore possibilities by talking to others. Can you think of a time when you've been inspired by what others are working on?



Describe your strengths and weaknesses and think about how you could use this information at an interview.



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