

**OBJECTIVE:** To share top Team Roles within the team and highlight potential strengths and weaknesses. By the end of the session, the team will have a clearer insight into both individual and collective contributions, leading to more effective working practices.

## Method

Divide participants into 'teams' of approximately five or six. (If you're working with a real team, it may be best not to split it up, unless it is a large team that naturally breaks into smaller sub-teams.)

Ask each team to draw the Belbin Team Role Circle on a flipchart and to enter their names or initials in the segments that correspond to their top two Team Roles. (They can find these on the 'Team Role Feedback' page of their Individual report.)

Once names have been entered, encourage discussion and analysis of the findings. Using their newly-acquired knowledge of 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 take three action points from their discussions to increase the team's effectiveness.

**SHORTCUT:** The Belbin Team Role Circle is part of the Belbin Team Report, which can be purchased and run after Individual reports have been completed.

**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 30/03/2022									
Self-Perception	ME	TW	CF	SP	CO	IMP	PL	SH	RI
Observations (6)	IMP	CO	ME	TW	CF	SP	RI	SH	PL
<b>Overall</b>	ME	TW	IMP	CO	CF	SP	RI	SH	PL
<b>R Blue</b> SPI completed on 24/03/2022									
Self-Perception	IMP	TW	CF	RI	SH	SP	ME	CO	
Observations (6)	TW	IMP	SH	CF	SP	RI	CO	PL	ME
<b>Overall</b>	TW	IMP	SH	CF	RI	SP	CO	ME	PL
<b>G Grey</b> SPI completed on 25/03/2022									
Self-Perception	CF	IMP	PL	ME	SP	TW	SH	CO	
Observations (6)	CF	IMP	TW	ME	CO	SH	SP	RI	PL

**BELBIN** Sample Team Report 5
Comparison Between Individual and Team

**Based on 5 Self-Perceptions and 30 Observer Assessments**

This graph shows the score for the strongest individual in the team for a Team Role, alongside the team's average score for that role. The greater the distance between the two bars, the more dependent the team is on the named person (or people) to fulfil the role in question.

Individuals with the highest percentile score for the named Team Role:

- RI - N Navy
- TW - R Blue
- CO - N Navy
- PL - N Navy

**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  
 GGL - G Grey  
 GGG - G Gold

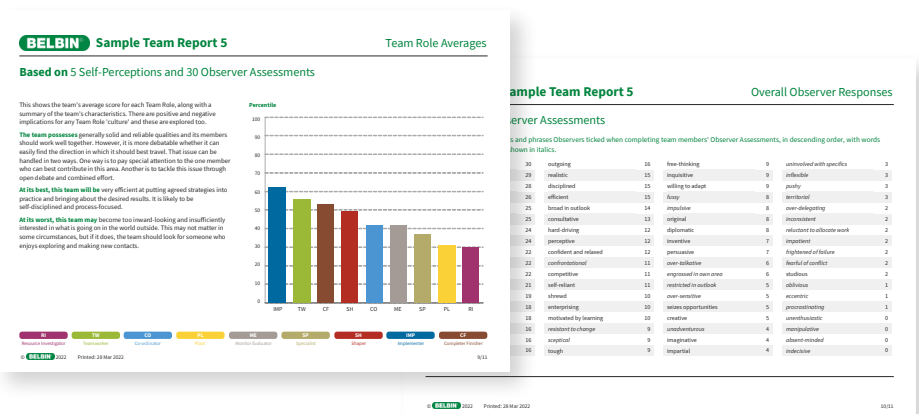
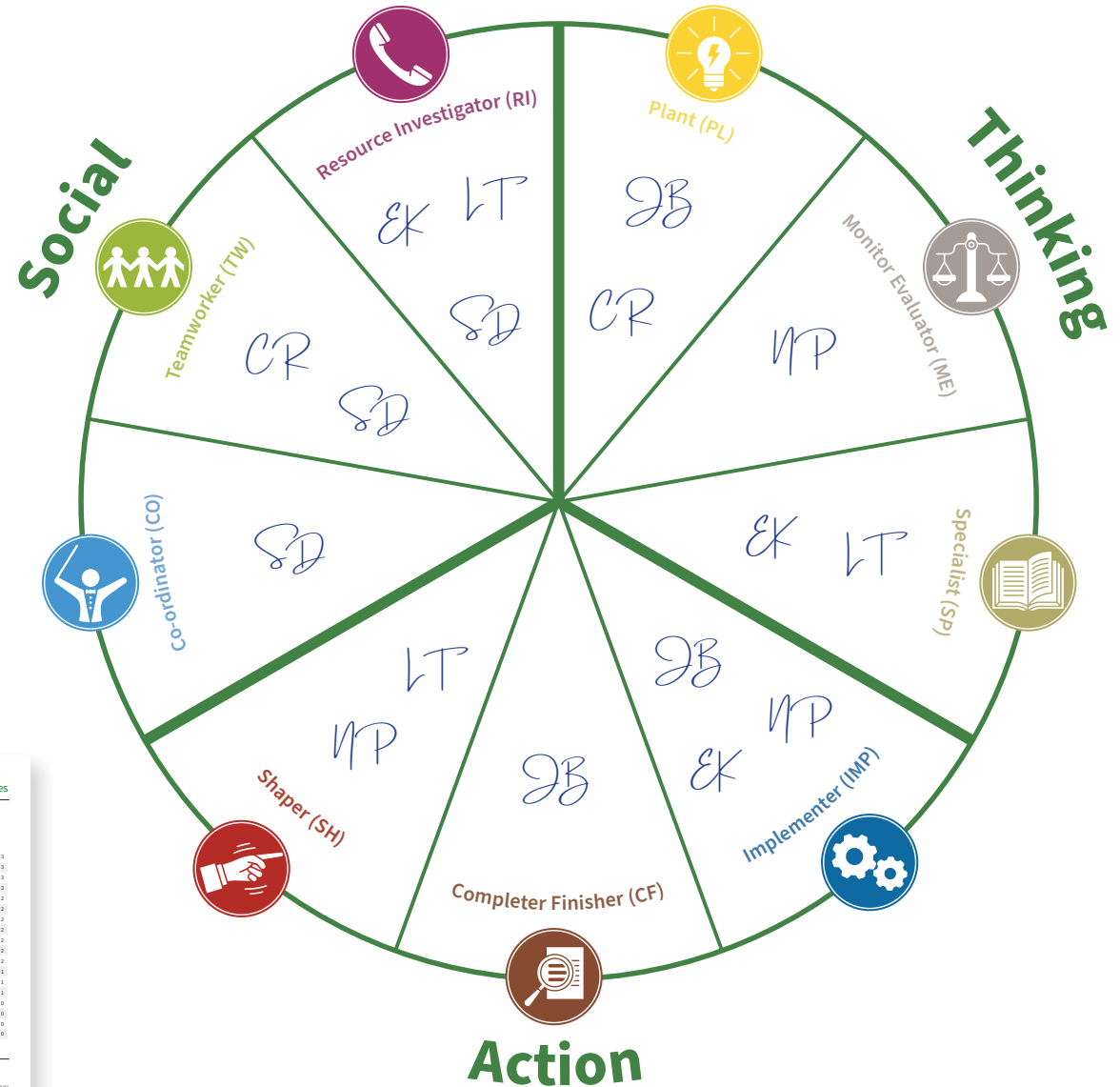
To help participants see how well team members work together on a task, introduce an exercise or game. The Belbin game, Contribute, has been designed to show Team Roles in action and help embed learning.

**This is just the beginning...**

Now you can see the team's strengths at a glance, but the reality of Team Role balance can be more complex and nuanced than this. For example, does your team contain Strong Examples of particular Team Roles or are some people placed in a Team Role segment 'by default'? Which roles are needed for the kind of work your team is doing?

Often, this exercise leads to deeper discussions about how a team functions. If you'd like an experienced Belbin facilitator to guide your team through this exercise as part of a bespoke workshop, please contact [team@belbin.com](mailto:team@belbin.com) and we'll be happy to advise.

Alternatively, why not become Belbin Accredited?





**Team Strengths:**

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_
- 4) \_\_\_\_\_
- 5) \_\_\_\_\_

**Team Weaknesses:**

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_
- 4) \_\_\_\_\_
- 5) \_\_\_\_\_

## Action Points:

1)

2)

3)

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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