



REPORT FOR

Sam Sample

Example University
Engineering



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.



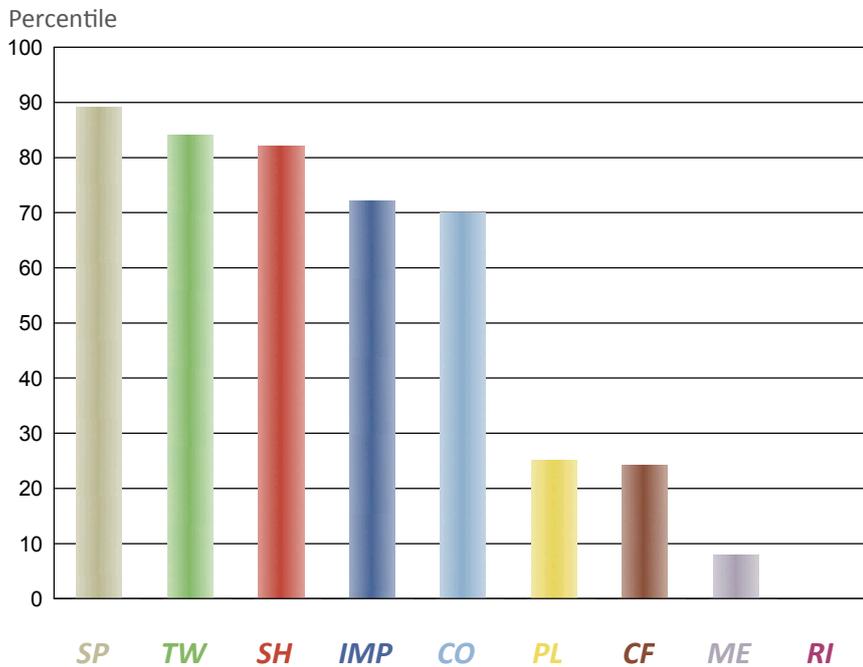
SPECIALIST

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

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

What does this mean?

Sam - you see yourself primarily as a Specialist and a Teamworker. Specialists are the kind of people who like to build up their knowledge in a particular direction or subject. They stay focused and have a thirst for learning. In due course, the Specialist is the kind of person who becomes an expert in a particular area of interest. Teamworkers care about others. Accordingly, they are generally both liked and popular amongst their colleagues. They adapt and will do what is required. They support and fit in. They are versatile. This combination of top two Team Roles suggests someone willing to learn, fit into a team and work with others. All these qualities are much appreciated by managers employing new recruits.

**SP****TW***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 likely to do well in situations where you can progress with study and gain experience in an area which involves helping and supporting other people.

Let others know that you like using your knowledge to help others. Look for ways of building up your reputation, so that you can build confidence in your chosen subject. This might be through training or by shadowing someone who works in that area.

You might feel less comfortable in a position where you're asked to take on broad responsibilities and make decisions under pressure, as this is likely to cause you a lot of stress and worry.

Another plus point

You also appear to be someone who can challenge others around you to reach goals and get things done. Make efforts to be honest with other people and give them the energy to get things done, without hurting their feelings.

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 in pairs or small groups to learn as much as you can about a particular subject, so you may enjoy joint project work. You might be shy if you are asked to speak about what you have learned in front of a large group of people.



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	
 SP	 TW			"I enjoy sharing my knowledge to help others."
 SP		 SH		"My determination and self-reliance are my strengths."
 SP			 IMP	"I enjoy applying my knowledge and understanding into plans and processes."
 SP	 TW	 SH		"I like to find win-win solutions when agreeing goals with others."
Key				
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Show off your strengths

- Talk about times when you've been able to use your specific knowledge of a subject to inform or advise others.
- Make sure you show that you're someone who loves learning and that you are ready to share and use what you've learned.

You might want to give this some thought

- You might be asked about your approach to finding out information. You're most likely to do this by learning and studying alone, but can you think of times when you've got information by talking to others and finding out about their ideas?



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.