

## ***The start of self-development, teamwork and a successful career***



### ***What is Belbin GetSet?***

Belbin GetSet is a simple but effective way of helping students make the change from education to the world of work.

Many career tests attempt to define what students should be choosing without giving them any experience of the world of work.

Belbin GetSet does not assume that any two jobs with the same title involve the same work. Instead, it helps students to recognise the behavioural strengths they can bring to work, so that they can decide what job best fits their behavioural “fingerprint”.

### ***What Belbin GetSet gives students***

- Greater self-awareness
- Understanding of their strengths and aptitudes
- Useful descriptors for UCAS and application forms
- Advice for interviews
- An introduction to the needs of work and how to meet them

### ***How does it work?***

Each student completes an online questionnaire (the Self-Perception Inventory) detailing their behaviour in different scenarios. The responses are used to generate a Belbin GetSet report.

If they wish, they can ask up to six others (fellow students, teachers, supervisors or family members) to complete an Observer Assessment – a shorter questionnaire in which the observer identifies words which describe the individual in question. This adds six pages to the student’s report.

### ***What are Belbin Team Roles?***

Belbin have identified nine different behaviour types that individuals display in the workplace and in team settings. We call these the nine Team Roles. Typically, most people have two or three Team Roles that they are most comfortable with and prefer; a few others that they can manage to cover if they need to; and finally the rest that they prefer not to adopt at all.

The language of Team Roles is immensely valuable for students, because it illustrates abilities without reference to particular qualifications, and provides a language to talk about strengths and “comfort zones”.