

People learn in different ways

Find out more about how each Belbin Team Role likes to learn and the potential pitfalls associated with each style.



PLANT

Style: Creative, enjoys using imagination and working alone to solve difficult problems.

Potential problems: May be disruptive if faced with lots of repetition, or structured learning.



RESOURCE INVESTIGATOR

Style: Outgoing and talkative. Likes working with others and exploring to find out what others are doing.

Potential problems: Likely to become bored easily when working alone.



CO-ORDINATOR

Style: Wants to get people together and understand the reasons for doing something.

Potential problems: Likely to be mature and savvy, but may try and avoid doing their share of the work.



TEAMWORKER

Style: Wants to learn and work with others. Very sensitive to harmony within the learning environment.

Potential problems: May be shy to ask for help if they don't understand. Likely to struggle if there is conflict or if people are shouting each other down.



MONITOR EVALUATOR

Style: Doesn't like to get things wrong, so learns by observing and watching others.

Potential problems: May come across as detached and unenthusiastic. Is unlikely to respond to being "jollied along".



SHAPER

Style: High achiever who looks for a reward and sense of accomplishment when learning.

Potential problems: May become impatient and frustrated if their sense of achievement is threatened.



IMPLEMENTER

Style: Seeks to follow clear instructions, so does well when learning by example and following processes.

Potential problems: Likely to be confused or uncomfortable with sudden change or if left to their own devices.



COMPLETER FINISHER

Style: Anxious to work to a high standard and hates making mistakes. Wants to do everything him/herself.

Potential problems: May split hairs, focus on unimportant details and miss deadlines.



SPECIALIST

Style: Tends to work alone and be self-starting, so won't need much prompting to explore a subject in depth, if it is of interest to them.

Potential problems: May have difficulty working with others and show interest only in certain subjects.