

# BELBIN TEAM ROLES - CONCLUSIONS

## Table of points:

	PLANT	RESOU	COORD	SHAPE	MONIT	TEAMW	IMPLE	COMPL	SPECI	NEUTR
<i>I</i>	d	a	e	h	j	c	i	f	g	b
<i>II</i>	i	d	b	g	f	h	a	j	c	e
<i>III</i>	d	g	a	c	i	e	j	b	h	f
<i>IV</i>	f	h	j	c	d	a	e	g	b	i
<i>V</i>	h	e	f	d	a	c	b	g	i	j
<i>VI</i>	c	j	e	i	g	d	h	f	b	a
<i>VII</i>	f	d	g	a	b	j	e	c	i	h
<b>TOTAL</b>										
<b>MAX</b>	9	10	11	14	10	13	12	7	9	7
<b>MIN</b>	4	6	6	8	6	8	6	3	4	0

Your most typical roles are those in columns where your sum exceeds MAX by the most points.

Your least typical roles are in the columns where your sum is lower than MIN by the most points.

Role	Strengths	Allowable weaknesses	Don't be surprised to find out...
 Shaper	Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.	Can be easily provoked and may like provoking others, and may sometimes offend people's feelings.	They could risk becoming aggressive and bad-humoured in their attempts to get things done.
 Completer-Finisher	Painstaking, conscientious. Searches out errors. Polishes and perfects.	Can be inclined to worry unduly, and reluctant to delegate.	They could be accused of taking their perfectionism to extremes.
 Implementer	Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done.	Can be a bit inflexible and slow to respond to new possibilities.	They might be slow to relinquish their plans in favour of positive changes.
 Plant	Creative, imaginative, free-thinking, generates ideas and solves difficult problems.	Might ignore incidentals, and may be too preoccupied to communicate effectively.	They could be absent minded or forgetful.
 Monitor-Evaluator	Serious, strategic and discerning. Sees all options and judges accurately.	Sometimes lacks the drive and ability to inspire others and can be overly critical.	They could be slow to come to decisions.
 Specialist	Single-minded, self starting and dedicated. They provide specialist knowledge and skills.	Tends to contribute on a narrow front and can dwell on the technicalities.	They overload you with information.
 Teamworker	Co-operative, perceptive and diplomatic. Listens and averts friction.	Can be indecisive in crunch situations and tends to avoid confrontation.	They might be hesitant to make unpopular decisions.
 Coordinator	Mature, confident, identifies talent. Clarifies goals.	Can be seen as manipulative and might offload their own share of the work.	They might over delegate, leaving themselves little work to do.
 Resource Investigator	Outgoing, enthusiastic, explores opportunities and develops contacts.	Might be over-optimistic, and can lose interest once the initial enthusiasm has passed.	They might forget to follow up on a lead.