



Are You Job Ready?

Teamwork

Belbin's Team Roles

Management theorist Meredith Belbin devised an internationally recognised behaviour test to identify the roles that individuals would be best suited to within a team. These roles are known as 'Belbin's Team Roles' or the 'Belbin Team Inventory'. There are nine roles:

- Plant
 - Resource Investigator
 - Co-ordinator
 - Shaper
 - Monitor Evaluator
 - Team worker
 - Implementer
 - Completer Finisher
 - Specialist
1. In pairs, research each of the nine roles to identify a definition and the strengths and weaknesses of the role. Present this information in 9 slides.
 2. As a class, discuss the impact of having a mixture of different roles in a team. What might the advantages be? Can you identify any potential disadvantages?
 3. Identify which of Belbin's team roles you would take in a team. Consult with your classmates to see if they agree with your choice.

