

A quick introduction to BELBIN Team Roles

Dr. Meredith Belbin defines a Team Role as: “A tendency to behave, contribute and interrelate with others in a particular way”



There are **NINE TEAM ROLES**, invaluable for a team. **No single Team Role is more important or better than another**

The 9 BELBIN Team Roles at a glance

THE 9 BELBIN TEAM ROLES

TEAM ROLE ORIENTATIONS:
*TASK | ^TEAM | #THINKING

<p>☺ Challenging, dynamic, goal oriented, has drive and courage</p> <p>☹ Prone to provocation. Can be blunt and upset people</p>	<p>☺ Disciplined, organised, efficient, turns ideas into actions</p> <p>☹ Somewhat inflexible, slow to respond to new ideas & approaches</p>	<p>☺ Accurate, conscientious, meticulous perfectionist</p> <p>☹ Inclined to worry unduly, reluctant to delegate</p>
<p>☺ Calm, confident, clarifies goals, promotes joint decision making</p> <p>☹ Can be seen as manipulative, off-loads personal work</p>	<p>☺ Cooperative, caring, diplomatic, sensitive, averts friction</p> <p>☹ May be indecisive when faced with tough decisions</p>	<p>☺ Creative, imaginative, original, offers alternative approaches</p> <p>☹ Pre-occupied by thoughts and may not be communicative</p>

☺ Single minded, motivated by the pursuit of knowledge
Contributes on a narrow front, dwells on technicalities

☺ Logical, analytical, discerning, makes decisions based on facts

☹ Appears slow moving, lacks drive and may appear uninspiring

All Team Roles are present in all of us in varying degrees. Everyone has *Preferred Team Roles*, *Manageable Team Roles* and *Least Preferred Team Roles*

High performance teams display a diverse mix of behaviours. They have access to the right blend of all nine BELBIN Team Roles

BELBIN transforms performance of people and teams

Helps recognize and celebrate every team member's contribution and maximize collective strengths

Strengthens complementarity and collaborative working relationships through behaviour management

Enables goal congruence and transforms a group into a team

Promotes fundamental change in the way people behave, contribute and interrelate with each other for breakthrough performance

“The benefit of utilising and understanding Team Roles is that not only do we learn more about ourselves, but also a lot about our work colleagues and how to get the best out of them.” – Dr. Meredith Belbin

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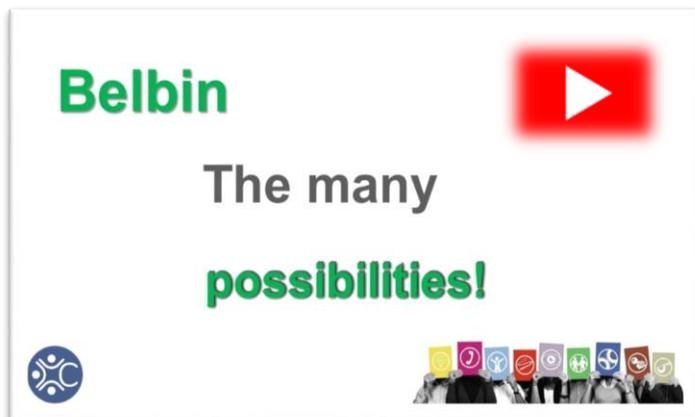
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You can use BELBIN ... For a variety of people needs

Powerful applications of Belbin include: Coaching people | Handling conflicts | Matching people to jobs and jobs to people | Selecting a team for a task | Resolving issues in a team | Leadership development



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The incomparable BELBIN advantage ... Brought to you by CERT India

Rich know-how across marquee names in diverse businesses, with unique insights in transformational applications of BELBIN Team Roles, since 2005.

Simple, practical approach offering implementable, bespoke client specific solutions.

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