



TEAM BUILDING - TEAM ROLES

**"If you can laugh together,
you can work together."**

Robert Orben

**"There is no one giant step that does it.
It's a lot of little steps."**

Peter A. Cohen

In 1981, after a decade of team research, **Meredith Belbin** identified nine important roles played in efficient teams and developed a model to describe them.

Belbin team roles theory started from the fact that when people become aware of their own strengths and abilities, understanding the role to play within a team, they will be more efficient and will better perform in the working environment. Each team member adopts a role based on the competencies and on the roles played by the others; however, it's possible that the same person to have more roles in accordance to different situations.



PEOPLE ORIENTED ROLES

CO-ORDINATOR



- Chairman
- Calm, reliable
- Disciplined, positive
- Manipulative
- Overload

TEAMWORKER



- Diplomat, sociable
- Conciliates, adaptable
- Constructive, popular
- Undecided

RESOURCE INVESTIGATOR



- Sociable, enthusiast
- Communicative, flexible
- Good negotiator
- Loses interest
- Weak follow through

CEREBRAL ROLES

PLANT



- Creative, original
- Problem solving
- Intelligent, cult
- Ignores details
- Introverted

MONITOR-EVALUATOR



- Serious, cautious
- Evaluative, insightful
- Analytical, critical
- Slow, no inspiration
- Lack of tact

SPECIALIST



- Competent, technical
- Professional
- Dedicated
- Limited interest
- Individualist

ACTION ORIENTED ROLES

SHAPER



- Results oriented
- Dynamic, enthusiastic
- Implicated, bold
- Provocative, aggressive
- Offending, sometimes

IMPLEMENTER



- Practical, concise
- Hard working, efficient
- Self-disciplined
- Lack of flexibility
- Unconstructive critics

COMPLETER-FINISHER



- Meticulous, methodic
- Details oriented
- Deliver on time
- Lack of delegation
- Details vs. overview



We remain at your disposal for any other information:

Phone: 0742 062 187

Email: florin.popa@teamzone.ro

Internet Site: www.teamzone.ro