

Belbin's Team Role Profile

Name:

Enter your scores into the appropriate boxes:

Roles best avoided	Roles able to be assumed	Natural roles	Team role contribution	Allowable weaknesses
(Very Low & Low)	(Mid & High)	(Very High)		
		✓	IMPLEMENTOR: disciplined, reliable, conservative and efficient; turns ideas into practical actions	Somewhat inflexible, slow to respond to new possibilities
✓			CO-ORDINATOR: mature, confident and trusting; a good chairperson, clarifies goals, promotes decision making	Not necessarily the most clever or creative member of the group
	✓		SHAPER: dynamic, outgoing, highly strung; challenges, pressurises, finds ways around obstacles	Prone to provocation and short-lived bursts of temper
		✓	PLANT: creative, imaginative, unorthodox; solves difficult problems	Weak in communicating with and managing ordinary people
✓			RESOURCE INSTIGATOR: extrovert, enthusiastic, communicative; explores opportunities, develops contacts	Loses interest once initial enthusiasm has passed

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(Very Low & Low)	(Mid & High)	(Very High)		
	✓		MONITOR EVALUATOR: sober, strategic and discerning; sees all options, judges accurately	Lacks drive and ability to inspire others
	✓		TEAM WORKER: Social, mild, perceptive and accommodating; listens, builds, averts friction	Indecisive in critical situations
	✓		COMPLETER FINISHER: Painstaking, conscientious, anxious; searches out errors and omissions; delivers on time	Inclined to worry unduly; reluctant to delegate