

BELBIN®

Engage and develop
the talent around you



www.belbin.com.au

Need higher-performing teams? Use Belbin®

People are more engaged and productive when playing to their key strengths. Using Belbin helps individuals to fulfill their potential by identifying those key strengths, and enables teams and organisations to bring together the right people to form high-performing teams.

Belbin is the gold standard method of identifying behavioural contributions—we call them TeamRoles—in the workplace.

Belbin Reports

On completion of a questionnaire, personalised **behavioural reports** are generated for both individuals and teams. These reports feed back which combination of Team Roles individuals prefer, and pinpoint strengths and weaknesses.



"On behalf of everyone, we'd like to thank you for your work with us this week. Everyone greatly appreciated and enjoyed the insights from the Belbin profiles and team challenges."

THE UNITED NATIONS



Organisations using Belbin benefit from:

Balanced teams based on behavioural contributions, not job titles

Self-aware individuals who can adapt their behaviours according to the situation and business need

The right people doing the right tasks, leading to better-performing teams

Depersonalised team conversations, using a common language to discuss team contributions

Informed decision-making based on fact rather than a gut-feel or hunch

Confidence when making decisions involving people

Insight into behavioural strengths and weaknesses that don't necessarily show up on a CV

The nine Belbin® Team Roles

After many years of research into team behaviour and performance, nine clusters of behaviour – called Team Roles – were identified. The most successful teams had each of the Team Role behaviours present – this does not mean that successful teams need nine people, as each person can take on more than one Team Role.

For each Team Role there are positive contributions that will be made to the team. On the flip side, there are also allowable weaknesses associated with each Team Role.

Resource Investigator

Contribution: Outgoing, enthusiastic. Explores opportunities and develops contacts.

Allowable Weaknesses: Might be over-optimistic, and can lose interest once the initial enthusiasm has passed.

Teamworker

Contribution: Co-operative, perceptive and diplomatic. Listens and averts friction.

Allowable Weaknesses: Can be indecisive in crunch situations and tends to avoid confrontation.

Co-ordinator

Contribution: Mature, confident, identifies talent. Clarifies goals. Delegates effectively.

Allowable Weaknesses: Can be seen as manipulative and might offload their own share of the work.

Plant

Contribution: Creative, imaginative, free-thinking. Generates ideas and solves difficult problems.

Allowable Weaknesses: Might ignore incidentals, and may be too pre-occupied to communicate effectively.

Monitor Evaluator

Contribution: Sober, strategic and discerning. Sees all options and judges accurately.

Allowable Weaknesses: Sometimes lacks the drive and ability to inspire others and can be overly critical.

Specialist

Contribution: Single-minded, self-starting and dedicated. They provide specialist knowledge and skills.

Allowable Weaknesses: Can only contribute on a narrow front and tends to dwell on the technicalities.

Shaper

Contribution: Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.

Allowable Weaknesses: Can be prone to provocation, and may sometimes offend people's feelings.

Implementer

Contribution: Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done.

Allowable Weaknesses: Can be a bit inflexible and slow to respond to new possibilities.

Completer Finisher

Contribution: Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects.

Allowable Weaknesses: Can be inclined to worry unduly, and reluctant to delegate.

Belbin® Individual Reports

A Belbin Individual Report identifies which combination of the nine Team Roles an individual exhibits.

Completed online, the reports are easy to set up and generate:

- 1

The individual is sent the online questionnaire (Self-Perception Inventory), which takes around 20 minutes to complete
- 2

Once submitted, a Belbin Individual Report is generated and sent by email, showing exactly which combination of the nine Team Roles they prefer, based on their own view
- 3

This report contains personalised guidance and advice
- 4

To enhance the value of the Individual Report, six other people can share their observations – we call them Observer Assessments – of the individual via a quick five-minute online questionnaire. We believe in the value of Observer Assessments so much that we include them free with every Individual Report
- 5

Once at least four Observer Assessments have been received, the report is upgraded to a full Belbin Individual Report which shows the Team Roles others see and compares these to their own view

Belbin® Team and Job Reports

The Belbin Individual Reports are just the start. Once generated, the information can be used to generate other Belbin Reports, most of which require no additional input from you or your teams.

Team Reports

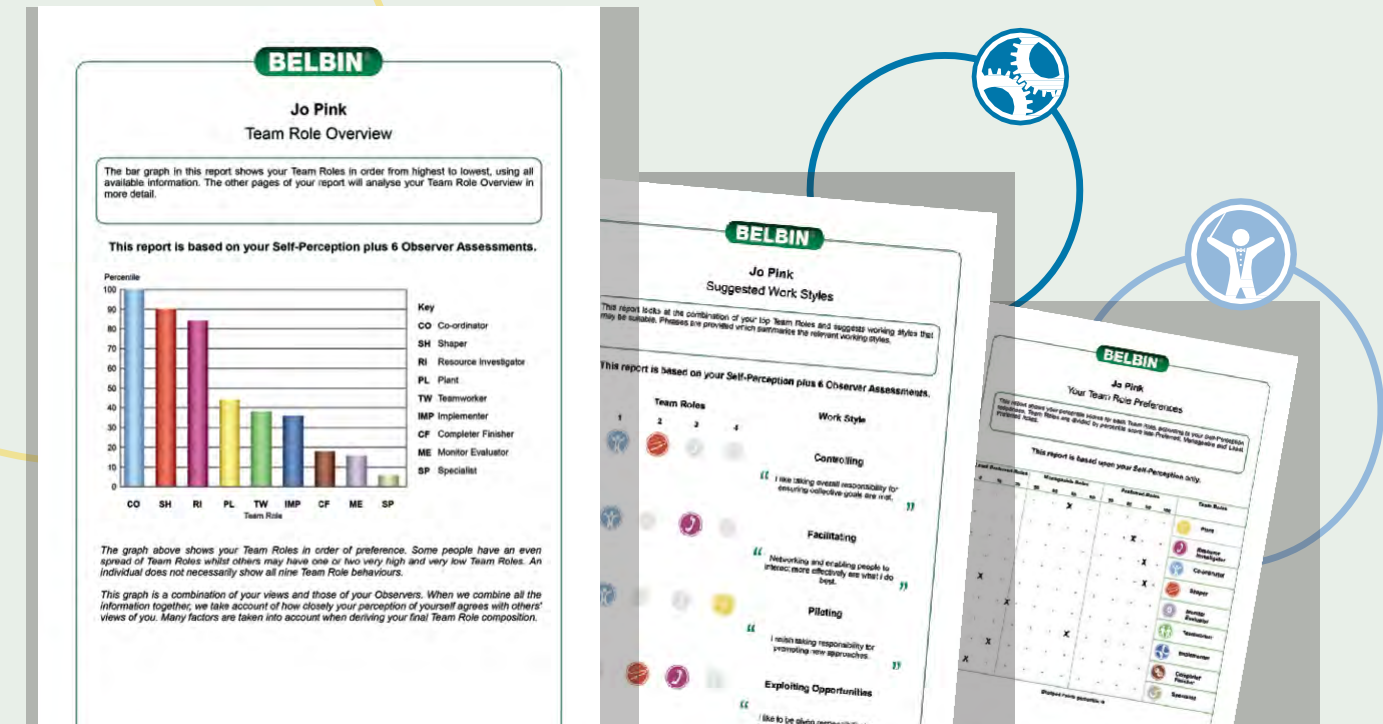
A Belbin Team Report will show how a group of individuals will work together as a team, highlighting strengths and weaknesses of that team, and where there might be gaps, or a doubling-up of competencies.

Working Relationship Reports

A Working Relationship Report is used to look at the relationship between two individuals who are currently working together, or might be working together in the future. Once the two Belbin Individual Reports have been completed, a Working Relationship Report can be created. These are invaluable when recruiting, or when people are working together for the first time.

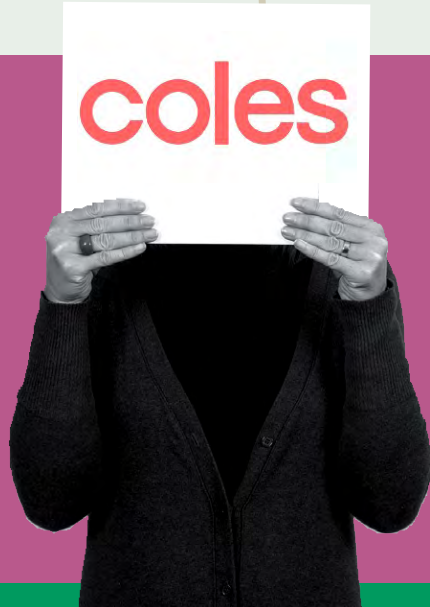
Job Reports

By completing a Job Requirements questionnaire, a report is produced that defines that job in terms of Belbin Team Roles. This definition is then matched to the individual being considered for that job, to determine their suitability for the role. This report is perfect when recruiting or for assessment centres.



"We really appreciate what you have done in interpreting the brief and bringing it to life so spectacularly. The Belbin Team Types were spot on and everyone seemed to benefit hugely by having their own personal profiles. The activities, the timing and the delivery were very good in every respect and fitted exactly with the programme and the content we were working on. The feedback to us from the team was excellent."

COLES



Once you're using Belbin®, the possibilities are endless

Belbin is a behavioural tool, rather than a psychometric test or personality profile. Unlike personality, behaviour can change overtime, based on a number of different factors. The reports contain personalised guidance and advice for both individuals and their managers.

As the Reports are compiled using an individual's perception of him/herself in the workplace combined with how their colleagues see them, it makes it harder to cheat the results, making it more valuable than other reports or tests available.

Belbin Reports are the result of years of research and development. Compiled and generated online within minutes, the Reports are sophisticated and personalised, whilst being accessible to all. To get the most out of the Reports, further training and accreditation is also available.

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The uses for Belbin are numerous. Here are some of the more common ones:

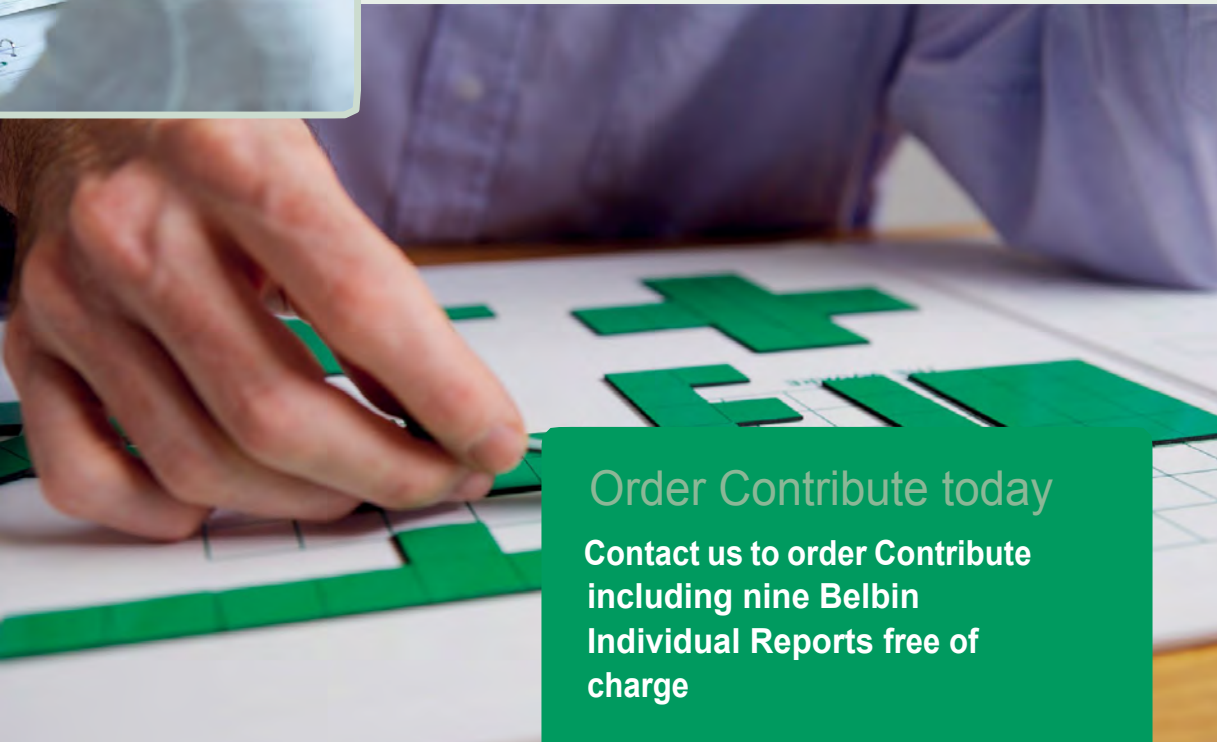
- Selecting people to form a high-performing team
- Making decisions about which individuals to recruit or promote
- Resolving conflicts at work
- Helping managers to ensure that they are allocating the right work to the right people and maximising motivation and performance
- Providing individuals with the information they need to take the next step on the career path

Bring Team Roles to life with Contribute

Contribute brings to life the typical features of each of the nine Belbin Team Role behaviours, and helps the team to discuss the strengths and explore the weaknesses for each Team Role. What will they do when they realise they have no Completer Finishers and five Shapers? How will they overcome gaps and overlaps in their team when back at work?

Nine Belbin Reports included for free

As Contribute works best when everyone has completed a Belbin Individual Report, we include the first nine reports free of charge.



Contribute

How does Contribute work?

The exercise is made up of nine different tasks, involving everything from caption writing to guiding other members of the team into a sheep pen. Each task corresponds to a different Belbin Team Role.

The exercise can be completed with a team of between four and nine people. Designed to take an hour to play (plus any additional review time required), it is useful for inclusion in short team building sessions.

Contribute includes a facilitator's manual providing answers and tips for observation and feedback, so it can be used by Team Role novices and Belbin accredited practitioners alike.

Order Contribute today
Contact us to order Contribute including nine Belbin Individual Reports free of charge

Co-operate: Three exercises to help teams communicate and recognise their different contributions



Co-operate

Now re-launched in a more portable format, Co-operate is perfect for:

- ✓ Assessment centres, away days or team building sessions
- ✓ Ice breakers
- ✓ Identifying how a team copes and communicates

How does it work?

Each exercise requires a team of between four and eight participants. Depending on your requirements, they can be run simultaneously with three different teams, allowing up to 24 people to take part. Each exercise takes around 20 minutes to complete, and can be followed up with feedback and debrief time as required.



Includes three different exercises

Three separate action-orientated exercises that illustrate the most important elements of good teamwork

To complete each of the exercises successfully, the teams will need to demonstrate effective communication, co-operation and decision-making

Teams can try one or all of the exercises



“This is a first-class tool for team development.”

Training Journal



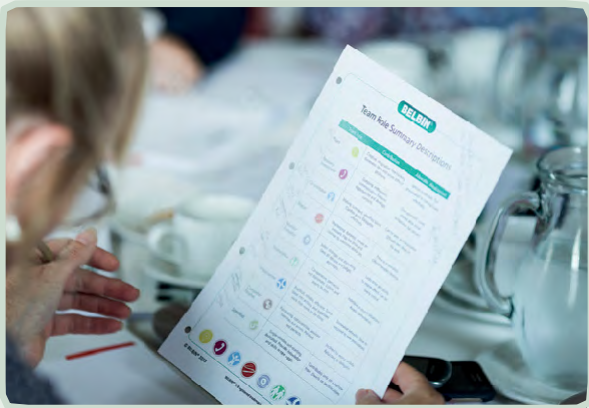
Order Co-operate today
Contact us to order Co-operate
p: 1300 731 381



Fire, Toast and Teamwork: An entertaining training aid designed to introduce Belbin® Team Roles

Fire, Toast and Teamwork is the ultimate training companion when introducing Belbin. It illustrates each of the Team Roles and their place within the team, and can be used during team building sessions. The DVD introduces the Team Role theory and provides a practical case study showing a team in action.

Fire, Toast and Teamwork will help trainers, consultants or any organisation enthusiastic about using Belbin to help bring new teams together, and will enable existing teams to become more motivated and effective.



What's included?

Fire, Toast and Teamwork training DVD that includes:

- An in-depth look at each of the nine Team Roles, with advice on how to play each role and how to manage and work with others
- Q&A session with Dr Meredith Belbin giving an opportunity to gain real insights into the Team Role theory

Trainer's Guide, including information on each of the nine Belbin Team Roles

Exercises to be used throughout team building sessions

Slides to initiate and aid discussion

Ideas for how individuals can use their Team Roles to an advantage within a team

Detailed explanations of the Belbin Report



Order your copy today

Fire, Toast and Teamwork is available to order. P: 1300 731 381

Get the most out of Belbin®

We offer a range of training options to help those who want to get the most out of their Belbin Reports.

Team Role Accreditation

While accreditation is not mandatory, it is recommended for those who regularly use Belbin as part of their training toolkit, and are looking to gain a deeper understanding of Belbin – both the model and the reports – and how to use it.

Our 2-day Accreditation Course is aimed at professionals who will be using Belbin Team Roles with individuals and teams or who will be teaching the model.

'How to...' Training Sessions

If you don't need full accreditation, but would still like to turn Belbin theory into practical business outcomes, then join us at one of our regular 'How to...' Sessions.

These 1-day sessions are perfect for forward-thinking Managers and Learning and Development/HR professionals who want tools, resources and know-how to apply Belbin within their organisations.



Workshops

If you prefer not to run your Belbin sessions, we can design and run a bespoke Belbin Workshop for you.

We facilitate sessions with teams at all levels, from boards of directors to new recruits. A workshop will increase participants' understanding of themselves and their colleagues, helping to resolve conflict in the work environment and focusing the team on achieving its objectives more effectively.



Contact Us

Contact us on 1300 731 381 to discuss your training requirements



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