

How to...

Use your Belbin Individual Resilience report

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How to use your **Belbin Individual Resilience report**

Belbin Individual Resilience reports are designed to help individuals understand how they respond to pressure, change and challenges in the workplace. Resilience is not about avoiding difficulties, but about adapting effectively and recovering from setbacks. By exploring both self-perception and observer feedback, the report provides a broader picture of the behaviours and strengths that support resilience, as well as areas that may benefit from development. This exercise is aimed at helping you better understand your resilience and how it influences your effectiveness at work.

1. Your Top Team Roles



Look at your Belbin profile reminder.
Using this (and your Belbin Team Role report if available), write down what you think may be the strengths and challenges for someone with your highest and lowest Team Roles, in the context of resilience. For example:

- How do you think you respond under pressure?
- How do you think your behaviour changes when demands increase?

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2. Your Resilience

Review the section 'Leveraging your strengths'.
Do you agree with what is written? Have these strengths helped you navigate difficult situations in the past? How could you draw on these strengths more effectively when facing future challenges?

Review the section 'Building resilience step by step'.
Are you able to use the characteristics and behaviours described when faced with challenges in your current role? If not, can you think of any opportunities in the near future where you might be able to demonstrate resilience in this way?

Lastly, review the section 'Resilience in challenging situations'.
Does this resonate with you? Can you think of a time when you've faced these difficulties? What practical actions could you try when a similar situation next arises? Who could support you in developing this aspect of your resilience?



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3. Reflecting on feedback from otherss

Review the comments in your report ("What Others Think"), based on feedback from your observers.

Which statements resonate most strongly with you? Are there resilience strengths that others notice more than you do yourself? Are there areas where you believe you cope well, but others see signs of strain?

- Can you think of situations where you have responded in the ways described?
- Which of the responses described help you remain effective during challenging situations and which might you want to adjust to boost resilience?



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4. Action plan: applying resilience at work

Look at the three ways to strengthen your resilience.
Do these resonate with you? Think about an upcoming challenge, change or period of uncertainty. How can you apply these points to that situation?

What practical strategies can you put in place to ensure that you are able to do so? How will you measure your success?

Review the section entitled 'Who to work with'.
Does anyone in your team have the complementary strengths identified?

Are there support networks you can draw upon to help bolster resilience in this area?

What form will support take in practice?



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