Ali Blue

Resilience Report

SPI completion date: 26/01/2022
Observer completion date: 26/01/2022
Number of Observers: 6

Colourful Company PLC
Rainbow HR

Belbin has identified nine different clusters of behaviour that are effective in enabling team progress. Each Team Role has strengths (the contribution made by playing that role) and weaknesses - behaviours which facilitate those strengths. Weaknesses are termed 'allowable' if the individual shows the corresponding strength, and if they do not detract from the contribution overall. It's usual to have a few preferred Team Roles, and to display both strengths and weaknesses for those roles.



Resource Investigator

Strengths
Outgoing, enthusiastic, communicative. Explores opportunities and develops contacts.
Associated/Allowable Weaknesses
Over-optimistic. Loses interest once initial enthusiasm has passed.



Teamworker

Strengths
Co-operative, perceptive and diplomatic. Listens and averts friction.
Associated/Allowable Weaknesses
Indecisive in crunch situations. Avoids confrontation.



Co-ordinator

Strengths
Mature, confident, identifies talent. Clarifies goals. Delegates effectively.
Associated/Allowable Weaknesses
Can be seen as manipulative. Offloads own share of the work.

Plant

Strengths
Creative, imaginative, free-thinking. Generates ideas and solves difficult problems.
Associated/Allowable Weaknesses
Ignores incidentals. Too pre-occupied to communicate effectively.



Monitor Evaluator

Strengths
Sober, strategic and discerning. Sees all options and judges accurately.
Associated/Allowable Weaknesses
Lacks drive and ability to inspire others. Can be overly critical.



Specialist

Strengths
Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.
Associated/Allowable Weaknesses
Contributes only on a narrow front. Dwells on technicalities.



Shaper

Strengths
Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.
Associated/Allowable Weaknesses
Prone to provocation. Offends people's feelings.



Implementer

Strengths
Practical, reliable, efficient. Turns ideas into actions and organizes work that needs to be done.
Associated/Allowable Weaknesses
Somewhat inflexible. Slow to respond to new possibilities.



Completer Finisher

Strengths
Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects.
Associated/Allowable Weaknesses
Inclined to worry unduly. Reluctant to delegate.

RI	TW	CO	PL	ME	SP	SH	IMP	CF
Resource Investigator	Teamworker	Co-ordinator	Plant	Monitor Evaluator	Specialist	Shaper	Implementer	Completer Finisher

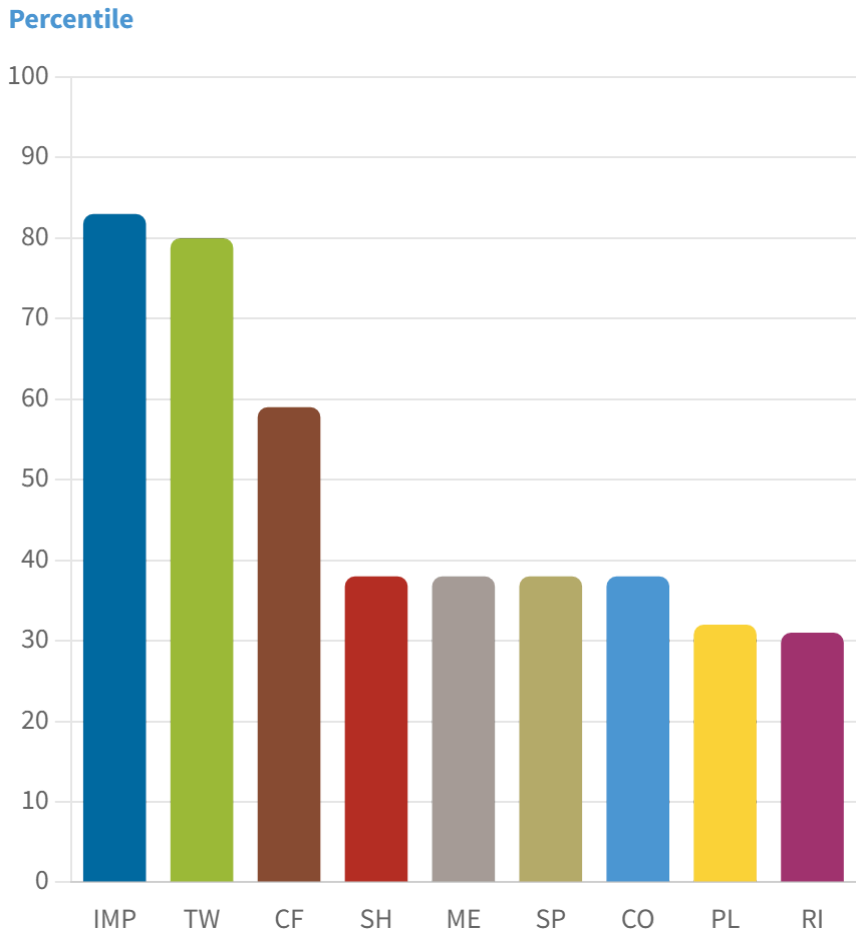
Based on your Self-Perception and 6 Observer Assessments

Here is a reminder of your Team Role profile – this is the same as on your Individual report.

Your top Team Role strengths are Implementer and Teamworker. This means that you work methodically and conscientiously to support the team and carry out needed tasks.

With Resource Investigator as your lowest role, you might need to seek support in exploring opportunities outside the team or organisation.

For more information, please refer to your Belbin Individual report.



RI	TW	CO	PL	ME	SP	SH	IMP	CF
Resource Investigator	Teamworker	Co-ordinator	Plant	Monitor Evaluator	Specialist	Shaper	Implementer	Completer Finisher

Based on your Self-Perception and 6 Observer Assessments

Resilience is the ability to recover, learn and adapt after setbacks. When we think of resilience, we often imagine grit and determination - pushing through difficulties alone. But that isn't quite right. Resilience isn't a fixed quality that some people possess and others don't.

In Belbin terms, resilience comes from knowing our strengths and understanding how to use - or access - the resources we need under pressure. Those resources often come from the relationships and support systems we build and maintain. Belbin helps us recognise the behavioural strengths we naturally rely on when things get tough. It also shows us where we may benefit from input, balance or support from others.

When we understand our strengths clearly, we can use them with intention and seek help before difficulties escalate. Resilience strengthens when we connect our self-awareness with the support available to us. It develops through collaboration, not isolation.

Knowing our Belbin strengths - and recognising when to seek support - we can develop role-aware resilience strategies, and make conscious choices that help us navigate challenges, learn and move forward with confidence.

Leveraging your strengths

You pair a practical approach to problems with understanding and empathy. You are able to bring others in on your plans, promoting resilience through more effective collaboration. In a crisis, others are likely to observe your unfaltering hard work and support for the good of the team and the organisation.

Building resilience step by step

You also appear to have the characteristics of someone who is able to boost resilience in the team through quality assurance, catching errors which might otherwise compromise the team's work.

Resilience in challenging situations

You may struggle with sudden changes and disruptions which threaten existing practices. However, change is a constant in today's workplace and your team can help you to embrace it. To protect and build your own resilience, it is crucial that you are brought in at the right time – once there is enough certainty for you to begin assessing the impact of the change, adjusting and making plans.

Based on 6 Observer Assessments

Resilience takes root when we are aware of our strengths and can build on what we do best.

The people around us can often see our strengths more clearly than we do, especially in challenging times. Their perspectives can remind us of the most effective ways of working when things are difficult.

Sometimes when we're under pressure, our intentions and our impact don't align. Others can help us build resilience by identifying those gaps, so we can adjust before the strain starts to build.

Belbin Observer feedback brings these two elements together: the strengths we already use well and the areas where some adjustments can make a big difference. These insights can support better performance, build stronger working relationships and improve our ability to respond well under pressure.

Your observers see that...

- you are dependable in a crisis, bolstering resilience by providing stability during uncertain times.
- you build resilience by showing empathy and attentiveness to others, creating a sense of emotional safety that enables people to cope better with challenging situations.
- you enhance resilience by being ready to offer assistance, encouraging a culture of reciprocity and mutual support when pressures arise.

They also suggest that...

- you might avoid taking risks for fear of making mistakes. As part of developing a growth mindset, try to reframe failure as a learning opportunity. This will help you to recover from setbacks.
- you might avoid addressing critical issues, leading to unresolved challenges. Whilst conflict may be uncomfortable, bear in mind that a team who can debate and resolve on a course of action will be stronger and more resilient in the long run.

Based on your Self-Perception and 6 Observer Assessments

Combining your view with the views of others, your main contributions are: Implementer and Teamworker

Strengths and risks of your role combination

You combine a steady, organised approach with an inclination to support others and adapt when circumstances change. This helps resilience by giving you both structure and flexibility, but it may feel uncomfortable when accommodating others pulls you away from tried and trusted methods.

Who to work with

You don't appear to have the characteristics of someone who actively seeks out new contacts or networks to uncover different possibilities. This could limit your ability to adapt under pressure by discovering helpful or innovative ideas. You can strengthen your resilience by working with others who tend to go outside the team and explore.

Here are three ways to strengthen your resilience

Balance your need for structure with your willingness to accommodate others

You like plans to be clear and predictable, but you also want to adapt when circumstances shift. Resilience improves when you take a moment to identify what genuinely needs to be kept for stability, before adjusting to support others. This way you can be responsive and flexible without feeling that things have shifted too quickly.

Support others during change without taking on their uncertainty

You naturally help people feel at ease and are seen as someone who offers stability. When demands increase, offer reassurance and practical help, but beware not to take on responsibilities that belong elsewhere. This will ensure that your own workload - and emotional load - remain manageable.

Make gradual adjustments to make change more manageable for everyone

Sudden shifts can be uncomfortable, but your collaborative approach enables you to introduce new expectations in a steady, practical way. Breaking changes into smaller steps can help the team move forward smoothly.

Building resilience with Belbin

Resilience is built when we understand how others work and approach problems. Each Belbin Team Role brings unique strengths, as well as different pressures and challenges. By recognising and supporting these, we can help build individual and team confidence, and enable teams to adapt to change and perform at their best.

Resource Investigator, Teamworker and Co-ordinator are the social roles. People with high social roles tend to approach resilience through connection and collaboration. Their primary concern is usually how change, challenge, or pressure will affect the people involved – team cohesion, communication, and shared purpose. When faced with difficulty, they are inclined to maintain networks, seek out support, and keep the working environment steady enough for the team to function. Their resilience comes from ensuring that the team has the emotional and interpersonal resources to adapt.



As natural optimists, Resource Investigators can boost team morale in challenging times. Support their enthusiasm and harness their ability to build and maintain networks as a source of information, resources and support during times of uncertainty. Encourage them to prioritise quality connections over quantity to avoid frustration when opportunities are limited.



During stressful times, Teamworkers are likely to be most concerned with harmony in the team. Offer reassurance and encourage them to speak up if they feel that team relationships are being compromised. Support their sense of belonging to enable them to remain resilient when faced with conflict, which is likely to feel uncomfortable to them.



Clarity of role and effective delegation are essential for working effectively under pressure. Support Co-ordinators in playing their part by enabling them to bring people together to clarify objectives and achieve consensus. This will help improve the team's confidence in challenging circumstances.

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Building resilience with Belbin

Plant, Monitor Evaluator and Specialist are the thinking roles. People with high thinking roles build resilience through ideas, knowledge and analysis. Their main concern tends to be whether the logic, concept or understanding behind a situation is sound enough to withstand pressure. When difficulties arise, they are likely to step back, reframe the problem, assess risks, and ensure decisions are grounded in evidence or expertise. Their resilience is rooted in clarity – resolving ambiguity, identifying potential gaps early, and developing solutions that prevent issues from escalating. They cope best when they have the space to think, interpret, and bring order to complexity.

Creativity can be invaluable during times of uncertainty, but structure and boundaries are needed to support resilience. When working with Plants, keep the lines of communication open to ensure that their creative capacity is tightly focused on the problems the team needs to solve, and explain in advance that ideas may be challenged or not adopted, to enable progress without frustration or burnout.



Critical thinking helps avoid costly mistakes, but too much analysis can stall progress. Support Monitor Evaluators by acknowledging the value of their approach and setting reasonable time limits for decision-making upfront. This enables resilience by combining caution with timely action when circumstances demand.



Expertise is invaluable during complex challenges, but too narrow a focus can limit adaptability or lead to oversights. Encourage Specialists to embrace continuous learning and to share knowledge and collaborate with others to broaden perspectives. This strengthens resilience by combining depth with flexibility.

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Building resilience with Belbin

Shaper, Implementer and Completer Finisher are the action roles. People with high action roles approach resilience through process, momentum, and delivery. Their prevailing concern is whether the team can keep moving, maintain standards, and avoid losing grip on responsibilities and timelines. When under pressure, they tend to respond by tightening focus, raising pace, and removing obstacles to progress. Their resilience comes from structure, discipline, and the belief that purposeful action stabilises uncertainty. They regain control by clarifying next steps, restoring order through process, and ensuring that commitments are followed through, even under difficult conditions.



Shapers respond well to pressure and provide the necessary drive to keep momentum. To build resilience, help them to channel their urgency and determination constructively, whilst also ensuring that they allow space for others' input. This can reduce stress and conflict while ensuring that the pace of progress is sustainable.



Structure provides stability, but rigidity can hinder resilience. To support Implementers, provide clear plans and realistic timelines where possible. Build flexibility into processes to help boost Implementers' resilience when met with disruption to routines or systems. This helps maintain reliability while allowing the team to adapt to new demands.



Completer Finishers often feel pressure to achieve perfection, even in difficult situations. To support Completer Finishers, recognise their attention to detail and how it safeguards quality. Agree on realistic standards and workload to reduce stress and prevent burnout.

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