



Developing personal strategies after reading your profile

Your Belbin profile gives you a snapshot in time of your behavioural style at work. Once you have read your profile please consider the following points:

- This is a sample of your workplace behaviour.
- It is neither good nor bad, but it is worth considering in terms of the workplace what is 'appropriate' or 'inappropriate'.
- Consider what behaviours may be 'coping behaviour' or 'excelling' behaviour'.
- The latter be limited, but often more important in making a distinctive contribution at work.
- In a work team we have 'functional roles', defined by our experience qualifications and skills, and 'team roles' that define our ability to behave and interrelate with others.
- With our workplace behaviours we demonstrate strengths, and also quite natural allowable weaknesses. When projecting our strengths as a good example of a role, others are bound to also notice the weaknesses.
- If we try too hard to overcome, change or mask our allowable weaknesses we risk damaging our strengths.
- Authentic / natural behaviours are important in our interactions with others. When doing so we have less stress and are more productive. People eventually figure us out anyway.
- Our behaviours **may** change over time and according to the situation. How much does your behaviour change, and in what ways?
- Our Belbin Self Perception discloses what we see our behaviour to be, and the Observer assessment gives us feedback on what others see.
- If the two don't line up, do not consider this as wrong, rather it's an opportunity to view and assess where what we feel our projected behaviour is may or may not match the feedback of those we work with.
- The result may be that we develop a better strategy for projecting our strengths and managing our weaknesses.
- If we acknowledge that our excellence will run out, then we have a chance to rely on others. This is a great starting point for building a top team.