

BELBIN**TEAM ROLE PROFILE SUMMARY**

Blue, Charlie: Belbin Seminar: Sample
 SPI Test Date 23/03/2004

Self-Perception	PL	RI	TW	CF	IMP	CO	SH	SP	ME
Observations (4)	RI	PL	SH	TW	CO	SP	CF	IMP	ME
Overall	RI	PL	TW	CF	CO	SH	SP	IMP	ME

Green, Jenny: Belbin Seminar: Sample
 SPI Test Date 04/11/2004

Self-Perception	IMP	RI	CF	SH	TW	ME	SP	PL	CO
Observations (4)	CO	TW	IMP	RI	SP	PL	CF	ME	SH
Overall	IMP	RI	TW	CO	SP	CF	PL	ME	SH

Orange, Susan: Belbin Seminar: Sample
 SPI Test Date 19/01/2004

Self-Perception	TW	SP	PL	CF	CO	RI	IMP	SH	ME
Observations (4)	TW	CO	RI	CF	IMP	PL	SH	ME	SP
Overall	TW	CF	RI	CO	PL	IMP	SH	SP	ME

Pink, Graham: Belbin Seminar: Sample
 SPI Test Date 05/01/2004

Self-Perception	SP	CF	TW	IMP	PL	ME	RI	SH	CO
Observations (4)	IMP	TW	CF	CO	ME	PL	SH	SP	RI
Overall	IMP	TW	CF	PL	ME	SP	CO	SH	RI

White, Jim: Belbin Seminar: Sample
 SPI Test Date 07/01/2004

Self-Perception	SH	CO	ME	RI	SP	IMP	CF	PL	TW
Observations (7)	SH	SP	IMP	CO	CF	PL	ME	TW	RI
Overall	SH	CO	SP	ME	CF	IMP	PL	RI	TW

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Charlie Blue
Jenny Green
Susan Orange
Graham Pink
Jim White

TEAM COMBINATIONS REPORT

The selected candidates are members of Belbin Seminar - 21st Septembe

This team has a strong service orientation with a willingness to do what is needed and to do it well. This combination will be invaluable given the right setting. But much will depend on whether it has been brought together for an assignment that is well devised and well understood from the outset. Failing that, the question is whether within the team, there is one strong creative person who will take the lead. If not, then this team may lack direction.

In allocating tasks and functions within this team, we would suggest:

Charlie Blue

- should do most of the problem solving or be responsible for generating any new strategies or ideas and proposing solutions to the rest of the team.
- should be responsible for developing outside contacts and exploring any new opportunities. Needs to be given a chance to conduct negotiations but must report back to the group.

Jenny Green

- should be appointed the organizer, responsible for the procedures and practical steps to be taken once the team reaches significant decisions.

Susan Orange

- should play a floating role, using versatile qualities to help with any features of the work that others cannot manage. Should use diplomatic skills to overcome conflict.
- should ensure that the team's work meets the necessary deadlines and conforms to the highest standards. Responsible for ensuring that there are no inaccuracies or errors.

Graham Pink

- should be made responsible for ensuring that all worthwhile options are considered by the team. Needs a key role in planning. An arbiter in the event of controversy.

Jim White

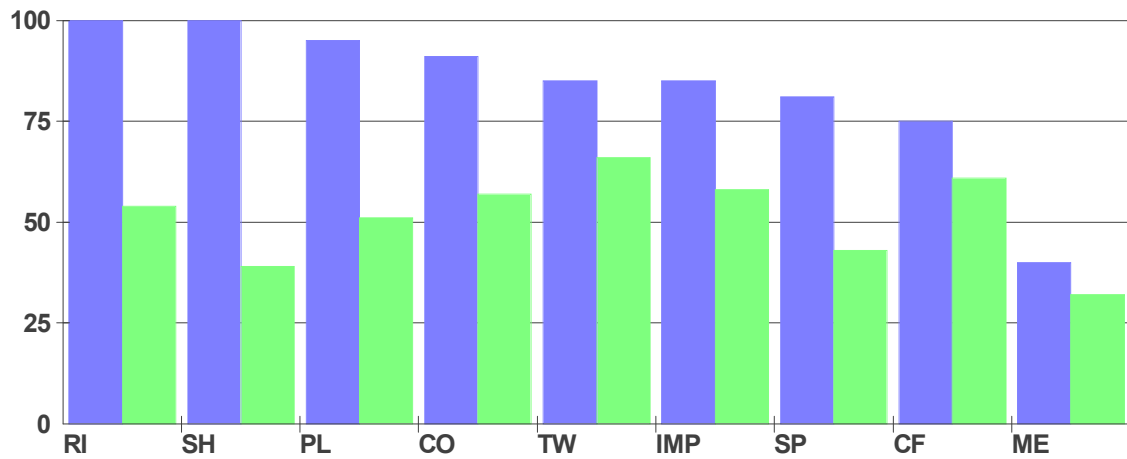
- may be the best person to co-ordinate group effort, ensure that everyone has a useful role and that the team works towards a common and agreed goal.
- is the person best suited to overcoming obstacles and opposition, creating a sense of urgency and ensuring that talk is turned into worthwhile action.



TEAM COMBINATIONS REPORT

Charlie Blue
 Jenny Green
 Susan Orange
 Graham Pink
 Jim White

The selected candidates are members of Belbin Seminar - 21st Septembe



For each pair of bars, the bar on the left represents the individual who has been allocated this Team Role function. The bar on the right represents the group's average score.

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STRONG EXAMPLES OF TEAM ROLES

The selected candidates are members of Belbin Seminar - 21st September

There is one example of a strong Plant in this group.

This is: Charlie Blue, Belbin Seminar, Sample

There is one example of a strong Resource Investigator in this group.

This is: Charlie Blue, Belbin Seminar, Sample

There is one example of a strong Co-ordinator in this group.

This is: Jim White, Belbin Seminar, Sample

There is one example of a strong Shaper in this group.

This is: Jim White, Belbin Seminar, Sample

There are 2 examples of a strong Teamworker in this group.

These are: Charlie Blue, Belbin Seminar, Sample
Susan Orange, Belbin Seminar, Sample

There are 2 examples of a strong Implementer in this group.

These are: Jenny Green, Belbin Seminar, Sample
Graham Pink, Belbin Seminar, Sample

There is one example of a strong Specialist in this group.

This is: Jim White, Belbin Seminar, Sample

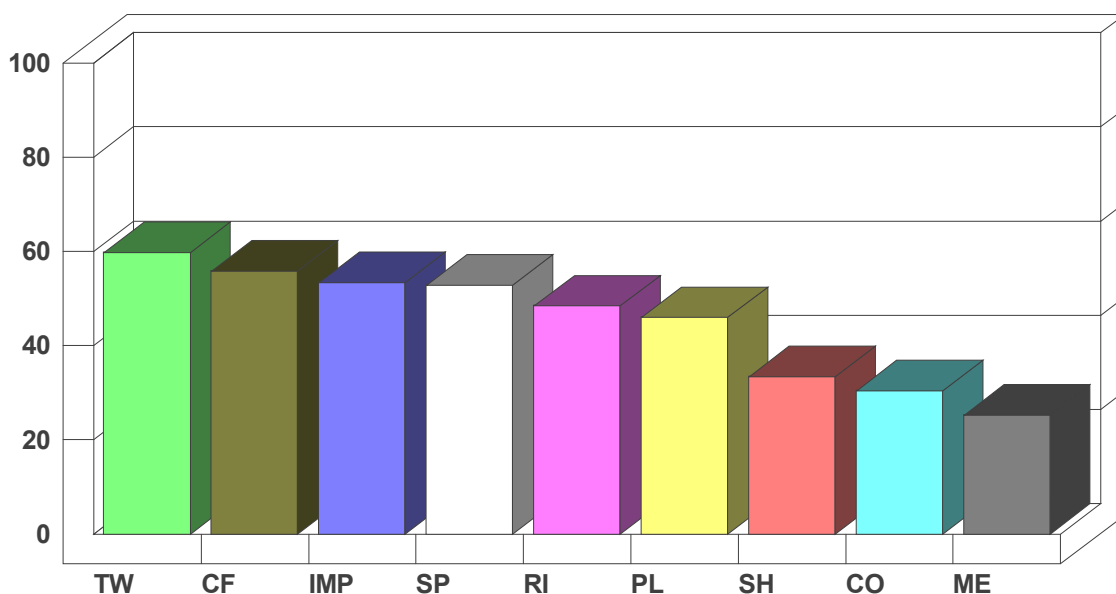
There is no strong example of the following team roles:

Monitor Evaluator, Completer Finisher.

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PROFILE AVERAGES FOR GROUP

Please note that this report is based on Self-Perception details only



Number of Candidates : 5

This group is likely to get on well together with good team atmosphere and a sense of shared responsibility. This will all make for a very pleasant working environment. Its strength will be in its caring attitude and ability to adapt and respond to others.

The danger in this group is that it may act without proper analysis of the options and consequences. The worst scenario is that the group may make the wrong decisions. There is a need here to find someone with an impartial and shrewd mind.