

BELBIN[®]

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

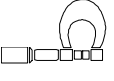
The Belbin Way

*Individual Profile
for
Susan Dean*



SELF-PERCEPTION TEAM ROLE PROFILE

Name Susan Dean
 Organisation Bleaby College
 Group

BELBIN	Least Preferred Roles			Manageable Roles				Preferred Roles				Roles and Descriptions	
	0	10	20	30	40	50	60	70	80	90	100	Team-Role Contribution	Allowable Weaknesses
PL	.	.	.	.	.	.	.	.	X	.	.	 Plant Creative, imaginative, unorthodox. Solves difficult problems.	Ignores incidentals. Too pre-occupied with own thoughts to communicate effectively.
RI	X	.	.	.	.	.	.	.	.	.	.	Resource Investigator Extrovert, enthusiastic, communicative. Explores opportunities. Develops contacts.	Over-optimistic. Can lose interest once initial enthusiasm has passed.
CO	.	.	.	X	.	.	.	.	.	.	.	Co-ordinator Mature, confident. Clarifies goals. Brings other people together to promote team discussions.	Can be seen as manipulative. Offloads personal work.
SH	.	.	.	.	X	.	.	.	.	.	.	Shaper Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.	Prone to provocation. Liable to offend others.
ME	.	.	.	.	.	.	.	.	X	.	.	 Monitor Evaluator Serious minded, strategic and discerning. Sees all options. Judges accurately.	Can lack drive and ability to inspire others.
TW	X	.	.	.	.	.	.	.	.	.	.	Teamworker Co-operative, mild, perceptive and diplomatic. Listens, builds, averts friction.	Indecisive in crunch situations.
IMP	.	.	.	.	.	.	.	.	X	.	.	 Implementer Disciplined, reliable, conservative in habits. A capacity for taking practical steps and actions.	Somewhat inflexible. Slow to respond to new possibilities.
CF	.	.	.	X	.	.	.	.	.	.	.	Completer Finisher Painstaking, conscientious, anxious. Searches out errors and omissions. Delivers on time.	Inclined to worry unduly. Reluctant to let others into own job.
SP	.	.	.	.	.	.	.	X	.	.	.	 Specialist Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.	Contributes on only a limited front. Dwells on specialised personal interests.

BELBIN CHARACTER PROFILE

Name Susan Dean
Organisation Bleaby College
Group

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

What is distinctive about my profile?

Your profile shows that you are a strong thinking type. One of your best assets is your ability to weigh up all possibilities and choose the best course of action. With your independent views you are also well placed to come up with new and original ideas.

What is my personal contribution?

You are most likely to make your mark in areas where there are complex and difficult problems. A situation where you could focus on planning, design or trouble-shooting would be ideal. Here, you should try to build up a reputation, so that in time, others will be able to rely on you to solve problems that are left untouched by most.

Bear in mind that there is some risk that you could be seen to stand for all thought and no action. So try to avoid being drawn into the sort of debate that can lead to 'paralysis by analysis'. Probably the best way for you to evade such a situation is to avoid working with too many other 'thinking' people. Rather, your natural strengths will be enhanced if you work with practical people who are good at turning ideas into actions. Also try and work with someone whom communication is easy and who at the same time appreciates advice. Then you are likely to make the most of your natural strengths.

How should I present myself at interviews?

When the time comes to enter the workplace, you will need to project a positive and clear image of yourself at interviews. So make sure that you prepare yourself before you arrive. This can take the form of preparing some well-judged questions that show you have thought about the organisation you would like to join. To reinforce your image, explain how you would like to be involved in breaking new ground if possible. By allowing other people to recognise where your contribution lies, you are more likely to find yourself in a position that will best suit you in the long term.

How should I make the best out of my profile?

The remarks above may give some idea of how you can use your strengths to advantage. But bear in mind that the desired opportunities will not always be there. Sometimes you will have to bide your time, take on another role, and sacrifice your natural behaviour. You should learn to do this in a disciplined way until the right openings occur. It is part of life that, for a while, all may not go in the direction you would wish. So consider the advantages of working with someone who is good in areas where you are weak. Such co-operation will leave intact your sense of personal identity, while allowing you to develop your interpersonal skills.

In your particular case, there is one area where you may need some help or support. You do not appear to be someone who is ready and skilful in making new contacts. Introductions can be important in life. So you may benefit by keeping close to someone who is good in that role.