

BELBIN®

GetSet™









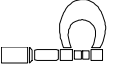
The Belbin Way

***Individual Profile
for
Sarah Sherman***



SELF-PERCEPTION TEAM ROLE PROFILE

Name Sarah Sherman
 Organisation Marsden School
 Group

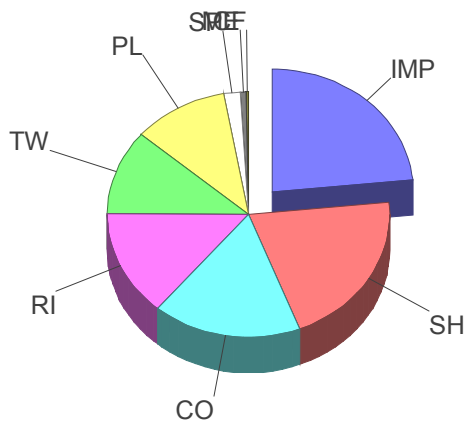
BELBIN	Least Preferred Roles			Manageable Roles				Preferred Roles				Roles and Descriptions	
	0	10	20	30	40	50	60	70	80	90	100	Team-Role Contribution	Allowable Weaknesses
PL	.	.	.	.	.	X	.	.	.	.	.	Plant Creative, imaginative, unorthodox. Solves difficult problems.	Ignores incidentals. Too pre-occupied 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.



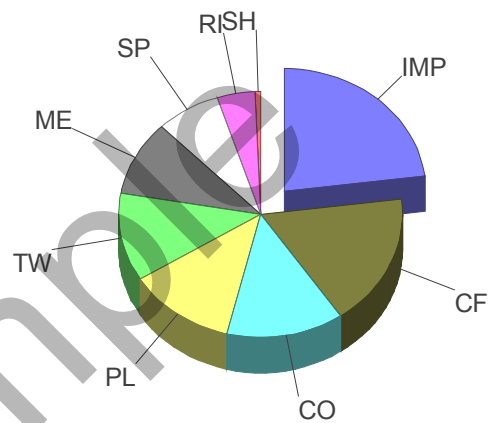
Pie Chart of SPI versus Observer Data

Name Sarah Sherman
Organisation Marsden School
Group

Self-Perception



Observers



The following are the relative sizes of each slice of the pies, expressed as a percentage of the total:

		Self-Perception	Observers
PL	Plant	10.9	12.3
RI	Resource Investigator	14.0	4.3
CO	Co-ordinator	17.1	13.4
SH	Shaper	20.6	0.7
ME	Monitor Evaluator	0.7	9.9
TW	Teamworker	11.1	11.6
IMP	Implementer	23.5	23.0
CF	Completer Finisher	0.2	17.5
SP	Specialist	1.9	7.4



ASSESSMENT RESULTS IN RANK ORDER

Name Sarah Sherman
Organisation Marsden School
Group

Assessment by	Team Roles in Rank Order								
	1	2	3	4	5	6	7	8	9
Self-Perception	IMP	SH	CO	RI	TW	PL	SP	ME	CF
Observer 1	IMP	CF	ME	SP	TW	CO	PL	SH	RI
Observer 2	PL	IMP	CF	TW	CO	ME	SP	SH	RI
Observer 3	CF	CO	IMP	PL	TW	ME	RI	SP	SH
Observer 4	IMP	CF	CO	ME	RI	SP	TW	PL	SH
OVERALL RANKING	IMP	CF	CO	PL	ME	TW	SP	SH	RI

Example

BELBIN CHARACTER PROFILE

Name Sarah Sherman
Organisation Marsden School
Group

Please note that this report is based on the complete profile.

What is distinctive about my profile?

Your profile shows someone who likes to get things done. You are good at focusing on the needs of the situation and believe in taking a thorough and organised approach.

What is my personal contribution?

You are likely to make a valued contribution wherever there are clear goals ahead. Here you are able to focus on the immediate situation and can be relied upon to get things done. However, by applying yourself to the work at hand, there is some risk of losing sight of future possibilities. This danger can be limited if you stick to common sense and remain positive in your outlook. So try to develop your role in such a way that others realise that you are open to suggestions - 'we will try anything once'. People will recognise your commitment to whatever you undertake, and in time, will come to rely on you as they see that you do what you say.

By allowing other people to recognise where your contribution lies, you are more likely to achieve personal fulfilment. Therefore it is important to present a clear and positive image of yourself. Then those around you will be able to help you find a role that is in line with your strengths. We would expect you to be most successful working with someone who is either forceful, setting high standards and appreciating efficiency, or a creative thinker who has difficulty coping with practical issues and needs the support of an organizer. So when you have to work with others, look for people who exhibit these qualities. By forming that sort of alliance, you are more likely to be successful.

How should I present myself at interviews?

When the time comes to enter the workplace, you will need to project a positive image of yourself at interviews. This can be achieved by explaining that you believe you are most effective when you are getting down to the nitty gritty. Here you are able to concentrate on the issues at hand, getting things done accurately. Perhaps you can demonstrate this through examples from your home life. Ask questions that show your awareness of the realities of the prevailing situation and your desire to get to grips with them. You will then be presenting yourself as someone who is aware of the realities of a job and wants to make an immediate contribution.

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.

BELBIN CHARACTER PROFILE

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Introductions can be important in life. So you may benefit by keeping close to someone who is good in that role.

What image do I currently project?

People tend to be more successful in life when they project themselves accurately. Others then know what to expect. People can then feel confident that they can trust you to behave as expected. So you should consider how your view of your own best role or roles corresponds with the view of others. Take a look at the Figures which summarise the picture - Assessment Results in Ranked Order and Pie Chart of Self versus Observers. The roles are presented so that you can compare the way in which you see yourself and the way in which others see you. In your case the two projections fit well together. Your personal strengths, as you understand them, are well supported by the views of others.

Another way of seeing how you are regarded is to examine the list of observations - List of Observers' Responses. You are generally regarded as an individual who is calm & confident, caring, clever, conscientious, efficient, fair, encouraging of others, loyal, practical, thorough, and well organised.

Moving forward

Ask yourself whether you are happy with the picture these figures project. Do not get worried if some personal qualities are not seen at all. That may only mean that others may not have had a chance to see them. What is more important is how you are seen already. That is something on which you can build. Or you may feel you want to change the image. In that case you may need to change your visible behaviour. At your age you have time in which to bring this about. Later on it may be more difficult. So work out your strategy and discuss it with those who are close to you.

BELBIN**MOST HIGHLY RATED OBSERVER RESPONSES**

Name Sarah Sherman
Organisation Marsden School
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This list shows words from Observers Assessments and their scores in descending order of popularity.

loyal	7	seizes opportunities	1
efficient	7	impatient	1
well organised	7	creative	1
calm & confident	6	pessimistic	1
fair	5	unadventurous	1
caring	5	impulsive	1
clever	5	inquisitive	0
conscientious	5	tough	0
thorough	4	single-minded	0
practical	4	sharp minded	0
encouraging of others	4	challenging	0
dedicated to study	3	easily bored	0
adaptable	3	fussy	0
co-operative	3	lazy	0
conscious of priorities	3	manipulative	0
logical	3	outspoken	0
realistic	3	over-sensitive	0
imaginative	2	possessive	0
perfectionist	2	provocative	0
fearful of conflict	2	remote	0
frightened of failure	2	socially ambitious	0
diplomatic	2	forceful	0
disciplined	2	interested in technicalities	0
knowledgeable	2	analytical	0
accurate	2	forgetful	0
original	1	indecisive	0
observant	1	not interested in others	0
good at getting people to do things	1	persuasive	0
innovative	1	resistant to change	0
sceptical	1	up-in-the-clouds	0
unorthodox	1	competitive	0
broad in outlook	1	aggressive	0
enterprising	1	critical	0
self-reliant	1	slow-moving	0
persistent	1	erratic	0
outgoing	1	inflexible	0