





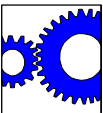

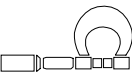


Belbin team roles —key to a perfect team!

ROLES AND DESCRIPTIONS		
	TEAM-ROLE CONTRIBUTION	ALLOWABLE WEAKNESSES
PL  PLANT:	Creative, imaginative, unorthodox. Solves difficult problems.	Ignores incidentals. Too pre-occupied to communicate effectively.
RI  RESOURCE INVESTIGATOR:	Extrovert, enthusiastic, communicative. Explores opportunities. Develops contacts.	Over-optimistic. Loses interest once initial enthusiasm has passed.
CO  CO-ORDINATOR:	Mature, confident, a good chairperson. Clarifies goals, promotes decision-making, delegates well.	Can be seen as manipulative. Offloads personal work.
SH  SHAPER:	Challenging, dynamic, thrives on pressure. The drive and courage to overcome obstacles.	Prone to provocation. Offends people's feelings.
ME  MONITOR EVALUATOR:	Sober, strategic and discerning. Sees all options. Judges accurately.	Lacks drive and ability to inspire others.
TW  TEAMWORKER:	Co-operative, mild, perceptive and diplomatic. Listens, builds, averts friction.	Indecisive in crunch situations.
IMP  IMPLEMENTER:	Disciplined, reliable, conservative and efficient. Turns ideas into practical actions.	Somewhat inflexible. Slow to respond to new possibilities.
CF  COMPLETER FINISHER:	Painstaking, conscientious, anxious. Searches out errors and omissions. Delivers on time.	Inclined to worry unduly. Reluctant to delegate.
SP  SPECIALIST:	Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.	Contributes on only a narrow front. Dwells on technicalities.