**Belbin Self-Perception Results and Role Allocation**

In the Belbin Self-Perception Test, Tristan scored highest on the Implementer, Team Worker and Complete Finisher types. Co-ordinator and Monitor Evaluator were also relatively high, but the scores for Shaper, Plant and Resource Investigator were low. This means that Tristan is much more suited to organising group members due to the very high score in the team worker trait. High coordination skills mean that tasks can be better allocated between group members, and complete finisher means that this member will be able to finish off documentation tasks that other group members may have started. Ideally, this member would be well suited to a leadership role, but as the group as a whole has decided that no leadership roles would make task allocation work much better in such a small group. The role allocated to this member means that they will take much more of an administrative role, focusing much more heavily on the documentation side of the project, which means a strict focus on completing work in the planning, analysis and to a point, the maintenance and support stages. The monitor evaluator skill would be useful here, as it may be used to analyse the implementation and design stages to aid in the completion of the documentation.

James’ score was much more spread out, meaning average scores across the board, with little variation between his highest and lowest rated traits. The plant and shaper skills were rated much higher than in Tristan’s results, meaning that James could be much more suited to beginning tasks, and providing innovative suggestions to problems faced by the team. For this reason, the group has decided to place James into a role which deals much more with the development side of the project. The relatively high skill level in the Implementer trait will also help to translate the designs into code.

Aaron had very similar results to James, with a low difference between his highest and lowest rated traits, albeit with slightly more deviation than James, but still much less compared to Tristan. For this reason, Aaron will be performing the same role as James, in a programming position. Again, the high skills in the Implementer, Plant and Shaper traits should allow Aaron to convert ideas formulated by the group into code for the final system.

All three group members agreed on the roles and find the test to be a relatively accurate judgement of traits.