BELBIN’S ANALYSIS

Bsc HONS Computing

L5 SecA

Team Default

***Team Members***

*Kritika Koirala*

*Anish Ghimire*

*Ayush Panta*

*Phurbu Chodon Lama*

*Mohammad Farhan*

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| Version:1.0 **Belbin’s Analysis** Date reviewed:26/02/2020 | | |
| Primary role | Kritika | Specialist |
| Anish | Monitor Evaluator |
| Ayush | Implementor |
| Phurbu | Resource Investigator |
| Mohammad | Shaper |
| Secondary role | Kritika | Coordinator |
| Anish | Specialist |
| Ayush | Plant |
| Phurbu | Shaper |
| Mohammad | Team worker |
| Least likely role | Kritika | Completer Finisher |
| Anish | Completer Finisher |
| Ayush | Team Worker |
| Phurbu | Team Worker |
| Mohammad | Coordinator |
| Do you think the descriptions of these roles are an accurate description of your behaviour in teams? How do you see yourself differently? | Kritika | Yes, I do think the description of the roles matches my behaviour in the team. My role as a Specialist, Coordinator and Completer finisher is best suited for me as I am a single minded, dedicated person who can provide the team with useful knowledge and skills helping them to emit the obstacles. I can focus on the team’s objective while communicating with member to bring out the best of them. I see myself differently as I am a dedicated and focused individual having a high standard who tends to look for small errors seeking out the perfection. |
| Anish | Yes, the roles that I have chosen are befitting for my behaviour in the team. I see myself as a critical thinker and believe in analysing and weighing pros and cons before implementing the decisions. I aim to commit fully and make sure that I have thorough knowledge on the subject. My inclination towards attention to details makes sure the job is done immaculately and on time. |
| Ayush | Yes, I think the descriptions of these roles are an accurate description of my behaviour because I usually want works to be done and done as efficiently as possible, so planning this workable strategy for my team would really be a delight. Likewise, my love for designing has also given me the ability to think freely and creatively which can be helpful to our project. |
| Phurbu | Yes, I think the description of these roles are accurate because I always like to explore new possibilities in the wider world outside. Beside I am sociable and gregarious and tends to be positive and enthusiastic, though sometimes I may put things down quickly. Moreover, I like to challenge myself to be dynamic and have the courage to overcome any obstacles that rises in the team. |
| Mohammad | Yes, I think the description of these roles are accurate because I like to handle the pressure during the minimum time duration. It has taught me to overcome the difficult situations. Though I am challenging, co-operative and confident; sometimes I might offend my team members, but this clarifies their goals and helps us to complete the task on time. |
| Are there roles identified by Belbin that you might like to develop in yourself more? Which ones and why? | Kritika | Yes, I would like to develop a role of a Coordinator in myself. Coordinators are naturally confident and mature people who can stay focused in a task. I would like to develop that confidence in myself to be able to lead the team more effectively and keep the team organized |
| Anish | I would like to develop more as a coordinator. A confident personality with a good communication skill who can bring out the best in people is something that has always intrigued me. As we must work in a team, sharpening these skills would prove to be beneficial. |
| Ayush | Yes, I would really like to develop myself as a Team Worker. I’ve always been the quiet and shy introvert type of a person. However, I’m really looking forward to improving myself to be a genuine team worker on the days ahead. |
| Phurbu | Yes, I would really like to develop the role monitor evaluator as I am a person who loses focus easily once my initial enthusiasm is passed and bad at making decision using logic. Therefore, I would like to challenge myself by being fair-minded and proficient at critical thinking which may lead me to make more complex decision thus more chances of success in team. |
| Mohammad | Yes, I would really like to develop the role coordinator as I am a person who focuses on every member's team objectives and give work appropriately. loses focus easily once my initial enthusiasm is passed. Therefore, I would like to challenge myself to be lively and have the courage to overcome any difficulties to every member. |
| What possible situations in the coming months can you identify where you could work on developing these skills? | Kritika | I could see myself developing more of these skills in the future while delegating the work among the members appropriately, drawing out members to voice out their opinions and identify the member suitable to do a task in the project. |
| Anish | When we work as a team, the situation may arrive where the team may lose focus and struggle to work as a team, I could utilize and develop my skills by taking charge of the situation. I would like to develop further my monitoring skills by handling the situations maturely and being a specialist, I could provide them with new ideas to work on and keep focus on the goal. |
| Ayush | On the coming months, I’m sure there are going to be situations where I just can’t be the introvert which I am and need to step up and freely communicate with the team. I am a part of my team and for us to do well I can’t let my habits get the best of me. So, I’ll encourage myself to speak up my ideas to the team no matter what. |
| Phurbu | On the coming months, I could work on developing these skills by not losing my focus easily rather provide necessary drive to ensure that the team keeps moving without losing focus. Moreover, take time to reach right decision and not get swayed by enthusiasm or personal and emotional consideration. |
| Mohammad | In the near future, I could work on developing these skills confidently and provide necessary drive to ensure that the team identifies their talent and clarifies their goals. |
| Considering your team working, how do you think you could improve your effectiveness in group work and in contributing to the success of teams that you work in? | Kritika | I could do a better job in communicating with the members, encouraging them to voice out their opinions, ideas and their worries.  Being a specialist, I could contribute to the teams’ success by sharing my knowledge to others when in need of help, and not get lost in technicalities. |
| Anish | As an evaluator I can analyse the problems and use my knowledge to give a clear concept vision to my team members. I can ensure quality work on time. |
| Ayush | I think interacting with the members more often enables me to be comfortable with them. Sharing my personal views and opinions while listening to theirs as well will open up a lot of gates for a better team atmosphere. Being punctual and polite while being precise can bring good results. |
| Phurbu | In my opinion, communication between the members regularly and by preparing well-organized strategy, ideas and working on it with the team would bring effective project to life. |
| Mohammad | As a Shaper, I can help by motivating my team members whenever they lose hope and carry a good momentum as I would like my team members to do. Thus, the outcome would bring a successfully built project by doing it efficiently. |
| Are the results of this inventory consistent with how you worked in the Foundation Project in your small groups for discussions and presentations? | Kritika | Yes, the result of this inventory is consistent with the one in the Foundation Project. Like this, I worked hard to not let the team deviate from the team’s goal, helping the members when in need with my knowledge and skills and by communicating with them frequently. |
| Anish | Yes, the results are consistent as I constantly checked in with the members about the progress of the work and, shared my ideas and skills with the group in the Foundation Project as well. |
| Ayush | I would certainly not regard this team to be consistent as the last lone. I had a lot of problems on my last group mostly being communication and motivation issues. However, my current group seems to have a good communication method setup, and everyone seems motivated as well so I’m really looking forward to it. |
| Phurbu | With more factors to be considered in this project, it certainly is quite different. This creates a professional environment where one must work diligently and communicate with the members frequently. |
| Mohammad | Talking about my previous team, I had a lot of inconsistency and communication issues. Whereas my current team seems to be more attentive towards their tasks and the cooperation had made us a strong team |
| How well did you contribute to group presentations? | Kritika | I want to give my complete best as I will be very much dedicated towards this project. It not only will sharpen by knowledge; it will also make me a better team player. Since doing well in the group presentation is very essential for the success of the project, I will work hard on giving my 100%. |
| Anish | I want to do very well in the presentation. I want to make sure that the members are up to date with their work and ready to give their complete best for the team. |
| Ayush | I’m used to group presentations and I find it comfortable as well. My group members are motivated, so I’ll try my very best to not let them down and have any flaws on my topics. I love designing stuff, so I’m looking forward to designing the slides as well. |
| Phurbu | I want to input my creative ideas and suitable resources when making website and would also like to help with the slides. |
| Mohammad | I want to ensure that every member does their task as assigned accordingly. By, helping or motivating them whenever they are losing confidence and not being able to bring out ideas due to various difficulties. |
| What most contributed to the success of your group in that exercise? | Kritika |  |
| Anish |  |
| Ayush |  |
| Phurbu |  |
| Mohammad |  |
| What prevented your group from doing better in the exercise? | Kritika |  |
| Anish |  |
| Ayush |  |
| Phurbu |  |
| Mohammad |  |