# Portfolio Task 1 – Self-assessment and team roles

## Introduction

The most effective teams are usually those which combine individuals with different strengths and skills. As few of us are super-strong across all areas, it’s best to make the most of what we can offer as individuals. So:

• Everyone has different preferences / strengths and weakness

• Different personalities bring different things to teamwork

• What about you? Reflective self-appraisal...

Perhaps the most famous version of team role analysis is Belbin: <http://www.belbin.com/>. This Task involves working through one version of this.

## Instructions

1a) Complete the self-assessment questionnaire document in the Task 1 folder.

1b) Compare your scores in the self-perception inventory scoring sheet in the self-assessment questionnaire document with the Belbin team roles document in the Task 1 folder. Think about how the various roles match your academic/intellectual strengths and weaknesses, your wider personality, your previous experience of team working, whether at school, university or outside. Write a short piece (**up to 1 page**) that addresses:

Were you surprised by what the survey told you? Does it support your own view of yourself? Can you identify some examples from your academic (or other) work?

What are the implications for your contribution to future group project work? The workbook suggests that you focus on your top two or three preferences (i.e., those aspects on which you score highly), although it’s also worth thinking about those aspects where your scores are low. It’s important for you to recognise what you dislike, or are not so good at, so that you can try to limit negative effects: either make an effort to work against your preferences, or let someone else who is better suited take on that role.

Remember that the emphasis is on strengths and weaknesses, not goods and bads. Just because you prefer to act one way over another doesn’t mean that you cannot act against character.