Cleckhudderfax Online Megastore

**Team A**

***Team Members***

Dikson Rajbanshi (Team Leader)

Prasansa Dahal

Surya Shrestha

Susan Khatri

Alok Raj

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| Version:1.0 **Belbin’s Analysis** Date reviewed:02/27/2020 | | |
| Primary role | Dikson Rajbanshi | Co-ordinator |
| Prasansa Dahal | Specialist |
| Surya Shrestha | Implementor |
| Susan Khatri | Resource Investigator |
| Alok Raj | Shaper |
| Secondary role | Dikson Rajbanshi | Specialist |
| Prasansa Dahal | Complete Finisher |
| Surya Shrestha | Resource Investigator |
| Susan Khatri | Implementer |
| Alok Raj | Team Worker |
| Least likely role | Dikson Rajbanshi | Monitor Evaluation |
| Prasansa Dahal | Plant |
| Surya Shrestha | Complete Finisher |
| Susan Khatri | Shaper |
| Alok Raj | Plant |
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| Do you think the descriptions of these roles are an accurate description of your behaviour in teams? How do you see yourself differently? | Dikson Rajbanshi | Yes, I think that the descriptions of these roles accurately depict my behaviours in teams. I have always been a person who focuses on the outcome and the objectives. As a person who likes to code and with some professional experience, a coding specialist is what defines me. Also, I like to make decisions based on facts and figures hence can make apt decisions as required for the team. |
| Prasansa Dahal | Yes, I think that my roles in the team as specialist, completer finisher and plant are close to my behaviour in teams. As I believe that dedication is the key to success and look forward to a flawless outcome from the project, the roles specialist and completer finisher seem suitable for me. |
| Surya Shrestha | Yes, I believe these roles are perfectly suited with the personality we carry in this team. I see myself as an implementor because I have always been more of a practical person than a theoretical one from my early age. So, I believe I am perfect for this role in my team. I am totally used to scheduling our work and timeline for our project and its management. |
| Susan Khatri | Yes, I believe that these roles are exquisitely suited with my personality in our team. So, I see myself as a shaper in this project because I am interested in getting work done perfectly with lots of energy and great need for achievement. I always love challenges and competition as I am determined to overcome obstacles and win it and love to explore new ideas and opportunities. |
| Alok Raj | Yes, the descriptions of these roles are an accurate description of my behaviour in the team. Cooperating with the team, making right decisions, needs a lot of cooperative skills. I see myself differently in a way that I could work according to the requirements of the project by giving my best effort. |
| Are there roles identified by Belbin that you might like to develop in yourself more? Which ones and why? | Dikson Rajbanshi | I would like to develop the role of an implementor more in myself. I would like to get more involved in the work and turn ideas into results. |
| Prasansa Dahal | My role in the team as a Plant is the one that I would like to develop more in myself. As the team members look upon plant as a creative member and a problem solver, it will just benefit the team if I develop more as a plant and work efficiently. |
| Surya Shrestha | I am pretty happy with my roles here but if I really get chance to develop one of the roles for myself then that will definitely be Shaper because that is where I will learn to thrive in pressure and be more dynamic and challenging which I lack in myself. |
| Susan Khatri | I am satisfied with my roles but if I get a chance to develop one of the roles for myself then it will be specialist because I have narrow focus which might be struggle to take a broader view in keeping work up-to-date which I lack myself in focusing and learning by my own. |
| Alok Raj | The role which I want to develop in myself is “PLANT”. Generating ideas to solving difficult problems in a creative and imaginative way might help to face the challenges. |
| What possible situations in the coming months can you identify where you could work on developing these skills? | Dikson Rajbanshi | As the team progresses in the project, I can develop these skills when the project is in the development phase where more of the workload must be shared and be done among the individuals. |
| Prasansa Dahal | There is no doubt that all these roles will be put into action as we keep working on a project as a team, the situation may arise where the team struggles to get going, I shall strive to provide ideas to the team and make sure the outcomes are immaculate, developing my skills along the process. |
| Surya Shrestha | Well, while making the E-Commerce website we must be dynamic and obviously our website must be responsive, and I believe that is where I will surely get my chance to work on developing skills. |
| Susan Khatri | Well, if I learn to how to manage my time, skills and stress more efficiently and look at my daily schedule then I could improve my skills in coming months. |
| Alok Raj | In the coming months these skills would help in many challenges such as dealing with people with different attitude and cooperating with people having different skills. |
| 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? | Dikson Rajbanshi | For improving the effectiveness of the group in the task, I can efficiently delegate task equally and based on the individual skill set. Also, I could help to discover latent talents of the team members which can lead to the team development. |
| Prasansa Dahal | I would like to work upon time management as it a crucial requirement and enhance my communication skills as we are working in a team and being a specialist, other members look up to me to give them in depth knowledge in a subject. I believe these are the essential aspects in a team that makes the work effective drives the team to success. |
| Surya Shrestha | Well I can improve effectiveness of my team by finalising my portion of project with co-operation with my team quickly and lend my friends some helping hand in their portion. This will not just improve the effectiveness of my team project but also develop my skill in that role as well as our interaction and co-ordination will improve that will always be beneficial for team. |
| Susan Khatri | I think I can improve my effectiveness of my team by establishing a close and harmonious relationship in team member and understanding each other’s feelings and communicate well. This will not just improve our team partnership but also helps to explore new ideas and opportunities in our team. |
| Alok Raj | Considering my team working I think that effectiveness in the work is considered when the vision is clear, being confident about oneself, being creative, imagining the scenario, generating different ideas and sometimes being strategic. |
| Are the results of this inventory consistent with how you worked in the Foundation Project in your small groups for discussions and presentations? | Dikson Rajbanshi | Yes, during our project discussions, through consensus, tasks were distributed among the individuals as per their skill set. This allowed me to work on what I do best and contribute to the team in a better way. |
| Prasansa Dahal | My previous experiences were satisfactory, but I see a huge improvement in the results of this inventory. Considering the severity of the current project, professionalism is required, hence the outcome we produce need to be more polished then that of the previous works. |
| Surya Shrestha | Yes, the result is as we have discussed in a group. It was great experience working in a team and this real-time experience really helped me personally to develop into more social and co-ordinating person. |
| Susan Khatri | Yes, the results are similarly same that we discuss in our group and was very good experience in the team member which really helped me to improve my skills. |
| Alok Raj | The results of this inventory are consistent. Regularly working and updating improves the quality of the project. Tasks should be done in the given time. |
| How well do you want to contribute to group presentations? | Dikson Rajbanshi | As a member of the team, I would like to perform to my best such that we can all make our presentation better. |
| Prasansa Dahal | When I present a work, I represent my whole team, thus I shall cooperate with my team members to carry out an exemplary presentation. I endeavour to sharpen my communication skills for the purpose of sharing ideas within the team. |
| Surya Shrestha | Well, my performance is directly linked with how well me implemented our plans and I am happy with my contribution. |
| Susan Khatri | Well, my contribution relates to my team member for how well we are communicating and understanding each other’s and solving the upcoming obstacles. |
| Alok Raj | Contributing to the group presentations by being diplomatic, cooperating with the team as a team worker, thinking creatively and being imaginative could help in the presentations. |