C-Fresh

***Team Members***

Aarnav Gauli

Abhishek Sharma

Atul Bhattarai

Saugat Rajbhandari

Sushant Gautam

Sweing Nakarmi

Yunisha Neupane

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| Version:1.0 **Belbin’s Analysis** Date reviewed: 18/03/2024 | | |
| Primary role | Aarnav Gauli | Shaper |
| Abhishek Sharma | Implementer |
| Atul Bhattarai | Plant |
| Saugat Rajbhandari | Monitor Evaluator |
| Sushant Gautam | Resource Investigator |
| Sweing Nakarmi | Plant |
| Yunisha Neupane | Team Worker |
| Secondary role | Aarnav Gauli | Specialist |
| Abhishek Sharma | Team Worker |
| Atul Bhattarai | Completer Finisher |
| Saugat Rajbhandari | Team Worker |
| Sushant Gautam | Implementer |
| Sweing Nakarmi | Co-ordinator |
| Least likely role | Aarnav Gauli | Resource Investigator |
| Abhishek Sharma | Resource Investigator |
| Atul Bhattarai | Specialist |
| Saugat Rajbhandari | Plant |
| Sushant Gautam | Co-ordinator |
| Sweing Nakarmi | Shaper |
| Yunisha Neupane | Completer Finisher |
| Do you think the descriptions of these roles are an accurate description of your behaviour in teams? How do you see yourself differently? | Aarnav Gauli | As a Shaper, I drive the team towards action and results, thriving in challenging situations and pushing boundaries to achieve goals. As a Specialist, I bring in-depth expertise to the table, diving deep into specific areas and providing valuable insights. While I'm least likely to be a Resource Investigator, preferring internal tasks, I still collaborate effectively within the team. |
| Abhishek Sharma | Yes, I think the descriptions of said role is accurate description of myself because I need to plan strategies before carrying out any task and I tend to follow the plans accordingly. I am good at organizing things that needs to be done and carry out the task efficiently. |
| Atul Bhattarai | I agree with the roles given, especially being seen as a creative thinker (Plant) and someone who ensures tasks are finished well (Completer Finisher). However, I also see myself as someone who helps communication and teamwork, which wasn't fully mentioned. Even though I'm not naturally drawn to being a Specialist, I'm open to learning more about specific topics when needed. |
| Saugat Rajbhandari | Yes, I think the descriptions of these roles are an accurate description of my behavior as I am a critical thinker and analyze ideas and strategies before taking a decision. I see all options carefully before reaching a conclusion. I can work well with a team and communicate effectively to get a work done. |
| Sushant Gautam | I believe the descriptions of these roles are quite accurate in reflecting my behavior in teams. However, I might see myself as having a slightly different perspective. While I do align with these roles to some extent, I also recognize that I may exhibit qualities of other roles or have unique strengths that aren't fully captured by these descriptions. |
| Sweing Nakarmi | Absolutely! I identify strongly with those descriptions. I find myself flourishing in situations that demand creativity and teamwork. My strengths lie in collaborating with my teammates and even leading them. |
| Yunisha Neupane | Yes, I believe that these roles descriptions fairly capture how I work in teams. I place a high value on reasoning and carefully consider options and approaches of everyone before deciding. Because I have good communication skills and actively participate in reaching objectives. I’m not much of a complete finisher, I prefer to concentrate on the collaborative process and strategic aspects rather than the careful completion of tasks. |
| Are there roles identified by Belbin that you might like to develop in yourself more? Which ones and why? | Aarnav Gauli | While excelling as a Shaper and Specialist, I recognize the value in developing Resource Investigator skills. Strengthening networking abilities can broaden perspectives, improve communication with external stakeholders, and uncover new opportunities for innovation. Additionally, enhancing roles like Coordinator or Team worker could foster better collaboration and contribute to more balanced team dynamics, ultimately leading to improved project outcomes. |
| Abhishek Sharma | I would like to develop the role of Resource Investigator because I would like to develop inquisitive nature and become more social and develop even more connections with people around me involved in same working field as me. |
| Atul Bhattarai | I may aim to enhance the Specialist role identified by Belbin's analysis, despite it being my least likely role. I believe cultivating expertise in specific areas could enrich my contributions to team endeavors. |
| Saugat Rajbhandari | Yes, I would like to develop the role plant in myself as I want be more creative and imaginative and brainstorm unique and imaginative ideas that would help me in projects. |
| Sushant Gautam | Certainly! I'm keen on developing my Co-ordinator skills further. Strengthening this role will enhance my ability to organize team efforts, facilitate communication, and resolve conflicts more effectively, leading to smoother project outcomes. |
| Sweing Nakarmi | I'm particularly interested in strengthening my Shaper role. However, I've identified a tendency to lose focus and drive at times. To address this and become a more effective Shaper, I'd like to develop strategies for maintaining focus and motivation. |
| Yunisha Neupane | I'm aiming to improve my position on my team as a Specialist. I want to increase my understanding and skill in a certain field since I know how important it is to have in-depth information and competence. My goal is to become a productive team member who can provide smart advice and ideas that will help us all succeed. |
| What possible situations in the coming months can you identify where you could work on developing these skills? | Aarnav Gauli | In the coming months, I can actively work on developing my Resource Investigator skills by attending industry conferences, networking events, and initiating informational interviews with professionals in my field. Furthermore, I could seek opportunities to take on roles in group projects or extracurricular activities that require coordinating and facilitating teamwork, thus enhancing my abilities as a Coordinator or Team worker. |
| Abhishek Sharma | I could develop the said skills by being more involved in group meetings and interacting with other groups as well, when together. |
| Atul Bhattarai | Possible situations for developing Specialist skills in the coming months include engaging in upcoming projects, collaborating cross-functionally, pursuing professional development opportunities, seeking mentorship/coaching, and volunteering for specialized assignments. |
| Saugat Rajbhandari | I could develop these skills by actively participating in brainstorming ideas related to the project with the team. Reading books and article will also help enhance my creativity. |
| Sushant Gautam | I can develop my Co-ordinator skills by leading team meetings, facilitating discussions, and addressing conflicts as they arise. Additionally, collaborating with colleagues from diverse backgrounds will help me adapt to different team dynamics and challenges. |
| Sweing Nakarmi | In the execution phase, I can leverage my focus and motivation to actively shape the project's direction. This will involve proactively identifying areas for improvement and suggesting creative solutions, all while keeping the team aligned with the goals. |
| Yunisha Neupane | Participating actively in team activities will help me to enhance my abilities. Developing a strong creativity by bringing in a variety of viewpoints and provide new ideas and creative methods to problem-solving. My role as a Resource Investigator will grow because of accepting curiosity. |
| 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? | Aarnav Gauli | I could improve my effectiveness in group work by actively listening to others' perspectives, being open to feedback, and taking on more proactive roles in project planning and coordination. Additionally, I aim to enhance my communication skills to ensure clear and efficient collaboration within the team. |
| Abhishek Sharma | I believe if I was able to express my creative ideas more freely and add a little more to the smaller things, my contribution would suffice. |
| Atul Bhattarai | To boost my effectiveness in group settings and bolster my contributions to team accomplishments, I intend to refine communication, encourage collaboration, manage time effectively, stay adaptable, exhibit leadership as required, resolve conflicts positively, and prioritize ongoing learning. |
| Saugat Rajbhandari | I could conduct research on the topics relevant to the project and share my knowledge with the team members. By communicating with the team members effectively to share our ideas and opinions and manage time properly. |
| Sushant Gautam | To improve my effectiveness in group work and contribute more to team success, I'll focus on better communication, active listening, proactive assistance, and occasional leadership. I'll also strive to foster a positive team environment by appreciating colleagues' contributions and being open to feedback. |
| Sweing Nakarmi | I can leverage my communication skills to keep the team informed and motivated. By proactively sharing project updates, fostering open discussions, and encouraging collaboration, I can help the team gel together and function more efficiently. |
| Yunisha Neupane | Learn more about the subjects I researched for the project and impart that information to the other team members. By efficiently sharing our thoughts and opinions with the other team members and using time management techniques. |
| Are the results of this inventory consistent with how you worked in the Foundation Project in your small groups for discussions and presentations? | Aarnav Gauli | Yes, the results of the inventory accurately reflect my roles and contributions in the Foundation Project small groups for discussions and presentations. |
| Abhishek Sharma | I can neither confirm nor deny this claim as I skipped the foundation year, making this my first ever team project in this college and of this scale. |
| Atul Bhattarai | Yes, the results of the inventory align with my participation in the Foundation Project's small group discussions and presentations, where I contributed innovative ideas and ensured tasks were completed meticulously, although I remained flexible regarding specialization. |
| Saugat Rajbhandari | Yes, the results of this inventory is consistent with how I worked in foundation project as I took decisions critically and communicated effectively with the team members to share ideas and finish the project by managing time properly. |
| Sushant Gautam | Yes, the results of this inventory are consistent with how I worked in the Foundation Project with my small groups for discussions and presentations. My role closely aligned with the strengths and behaviors outlined in the assessment, and I believe I effectively contributed to the group's discussions and presentations based on these characteristics. |
| Sweing Nakarmi | In past projects, I've consistently strived to contribute as a Plant. While my approach may have evolved over time, the core principles of maintaining focus, driving creativity, and motivating colleagues have remained constant. |
| Yunisha Neupane | Yes, the results of this inventory match my work style on the foundation project. I made crucial decisions, effectively communicated with my teammates to discuss ideas, and successfully managed my time to complete the project. |
| How well do you want to contribute to group presentations? | Aarnav Gauli | I strive to contribute significantly to group presentations by offering valuable insights, effectively communicating ideas, and collaborating with team members to deliver cohesive and impactful presentations. |
| Abhishek Sharma | I want to give my best and be very sincere with my efforts. I am dedicated to my team and I wish to make active contribution in regards to every aspect of the project. |
| Atul Bhattarai | I aspire to contribute significantly to group presentations by offering valuable insights, actively participating in discussions, effectively communicating ideas, and collaborating closely with team members to deliver cohesive and engaging presentations. |
| Saugat Rajbhandari | I am willing to make significant contributions to my group presentations by actively engaging and communicating with team members. I am dedicated to be a team player to work with my teammates and deliver a good presentation. |
| Sushant Gautam | I aim to contribute significantly to group presentations by actively participating in discussions, offering valuable insights, taking on assigned tasks with responsibility, and ensuring the smooth delivery of our collective message. |
| Sweing Nakarmi | I'm eager to make a significant contribution to our group presentations and ensure they run smoothly. I'm happy to take on a leadership role in coordinating the team and keeping the project on track. |
| Yunisha Neupane | Through active interaction and dialogue with fellow team members. I'm committed to working as a team so that I can collaborate with my teammates and give a strong presentation. |