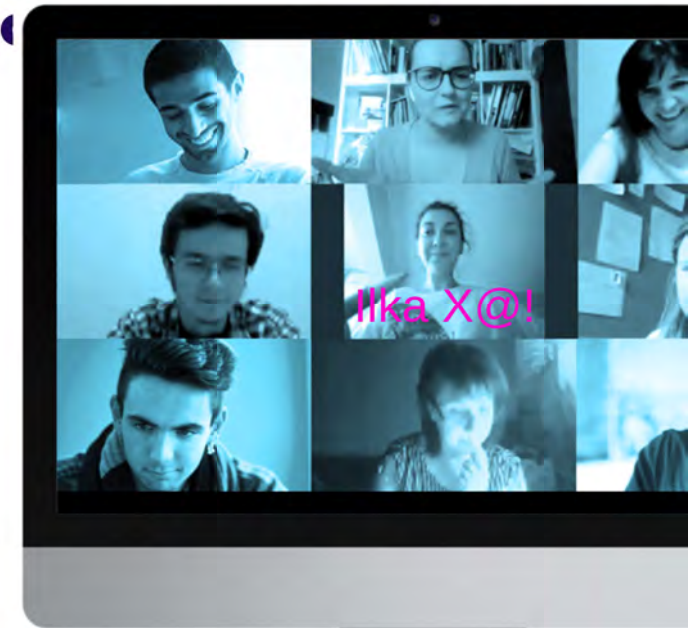# The 9 Team Roles

Theme:

Employment matters
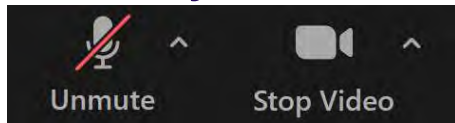
Before we start, please make sure...

- ✓ your name on Zoom is clear (use Latin letters)
- ✓ <u>your camera is on</u> and mic is off (unmute when needed)
- ✓ you are in a quiet area that helps you focus
- ✓ you have a notebook or a note app ready t[ ] notes

Ilka X@!
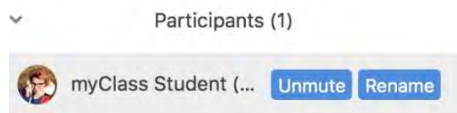
Zoom features

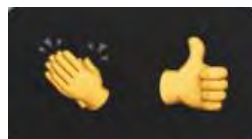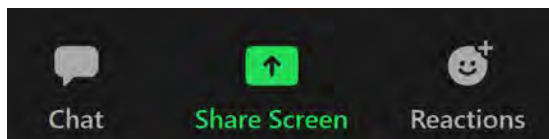Check your audio and video settings

Use Latin letters for your name

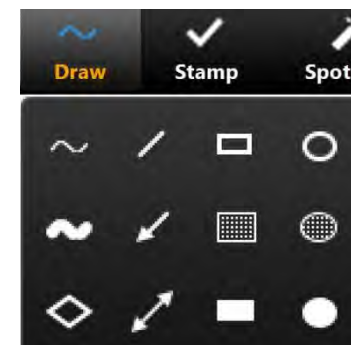Ask questions in the Chat or use Reactions

Share Screen when the teacher asks

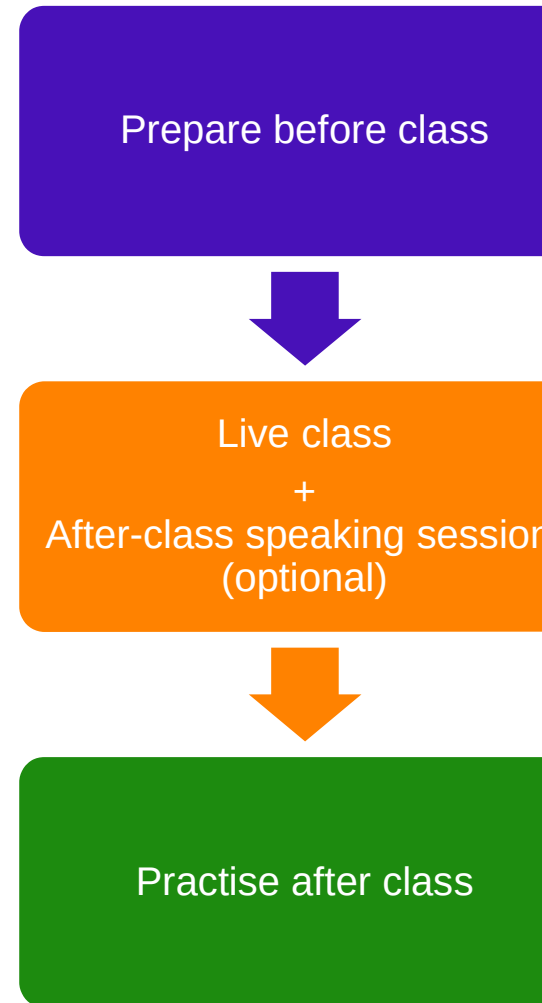Use Annotate when a screen is shar[ed]

Use Save to make screenshots

Welcome to English Online 🌐

How does it work?

You need to complete all three parts to get the most out of English Online.

Prepare before class

⬇

**Live class
+
After-class speaking session
(optional)**

⬇

Practise after class

After-class speaking session

Stay back after class for 5 or 10 minutes to talk to your classmates from around the world.

This extra speaking practice will help you...

- improve your conversation skills

- practise using language learnt in class

- support and help your fellow students

- practise using English in a natural context

- become a part of a global learning community

Lesson objective

In this lesson you will:

➢ discuss Belbin's nine team roles you learned about in Prepare

➢ use the vocabulary to describe team roles that you learned in Prepare

➢ practise talking about tendencies and weaknesses

➢ present the perfect team to your group and explain why you think it would work
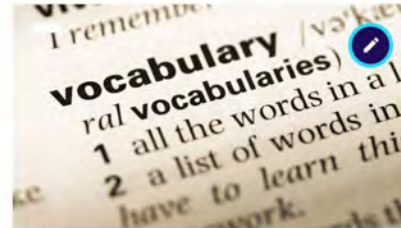
live
clas

Have you done your Prepare and Practise?

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Lead-in

1. Do you have to work or do something in a team? What's your role in that team?

2. Read Dr. Belbin's quote about teams. What's your opinion on it?

> A team is not a bunch of people with job titles,
> but a congregation of individuals, each of
> whom has a role which is understood by other
> members. Members of a team seek out certain
> roles and they perform most effectively in the
> ones that are most natural to them.
>
> Dr. R. M. Belbin

3. Have you heard about Belbin's 9 roles before?

Language focus 1 - vocabulary

Look through this summary of Belbin's 9 roles.

Which of these roles are thinking-, people-, and action-oriented?

Which one do you think you are?

Team Role		Contribution	Allowable We...
Plant		Creative, imaginative, free-thinking. Generates ideas and solves difficult problems.	Ignores inciden... preoccupied to c... effective...
Resource Investigator		Outgoing, enthusiastic, communicative. Explores opportunities and develops contacts.	Over-optimistic. Lose... initial enthusiasm...
Co-ordinator		Mature, confident, identifies talent. Clarifies goals. Delegates effectively.	Can be seen as n... Offloads own shar...
Shaper		Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.	Prone to provocat... peoples fee...
Monitor Evaluator		Sober, strategic and discerning. Sees all options and judges accurately.	Lacks drive and ab... others. Can be o...
Teamworker		Co-operative, perceptive and diplomatic. Listens and averts friction.	Indecisive in crun... Avoids confro...
Implementer		Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done.	Somewhat inflexi... respond to new p...
Completer Finisher		Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects.	Inclined to worry un... to delega...
Specialist		Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.	Contributes only on... Dwells on tech...

Language focus 2 - tendencies

Look at the allowable weaknesses for each role. Do you have any of these? Doe anybody you know have any of these?

Plant	**could be** forgetful and too preoccupied to communicate effectively
Resource Investigator	loses interests when enthusiasm has passed
Monitor Evaluator	**can** lack drive and ability to inspire others
Co-ordinator	**can often be seen as** manipulative
Implementer	**somewhat** inflexible
Completer Finisher	**inclined to** worry unnecessarily
Team worker	**might become** indecisive when unpopular decisions need to be made
Shaper	**may be prone to** provocation
Specialist	**may have a tendency to** dwell on technicalities

Language focus 2 - tendencies

Underline the correct word in the expressions to speak about tendencies.

1 She might occasionally be / be occasionally prone to making mistakes.

2 She might be inclined to / for provoke others.

3 She's so into to make / making things perfect.

4 She has the tendency to worry / be worrying.

5 She's often seen / seen often to be manipulative.

6 She might find it difficult to inspire / inspiring others.

7 He tends to dwell on / in his problems.

Language focus 2 – tendencies (key)

Underline the correct word in the expressions to speak about tendencies.

1 She might <u>occasionally be </u>/ be occasionally prone to making mistakes.

2 She might be <u>inclined to </u>/ for provoke others.

3 She's so into to make / <u>making</u> things perfect.

4 She has the tendency <u>to worry </u>/ be worrying.

5 She's <u>often seen </u>/ seen often to be manipulative.

6 She might find it difficult to<u> inspire </u>/ inspiring others.

7 He tends to dwell <u>on </u>/ in his problems.

Task

Task

In your groups, read about 9 people and agree on which Belbin Roles the[y] should be given and why.

Which of these people/roles would you like to have in your current team?

Make notes!

Feedback

Share with your group:

1. Which Belbin Roles should these people be given and why?

2. Which of these people/roles would you like to have in your current team?

3. What do you think of the idea of using Belbin's roles to form teams? What would be the pros and cons?

4. Do you know any other team roles or approaches to forming teams?

Review

What have you learned from today's lesson?

What's next?

After-class speaking session

You can talk about any topic that interests you!

Use these questions as a guide, if needed.

➢ Do you avoid working in teams or put yourself forward? Why?

➢ What do you feel you bring to a team?

➢ Give an example of one instance where working in a team has failed.

➢ Describe your idea of 'good' communication within a project team.

➢ What are the pros of working individually?

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Dos
- ✓ Treat everyone with resp
- ✓ Keep your camera on and
- ✓ Let others share ideas to
- ✓ Listen to everyone
- ✓ Click 'Leave' if you canno

Don'ts
- ✗ Don't take pictures or rec
- ✗ Don't share personal deta
- ✗ Don't let your children be onscreen

Notes

This slide deck was made by Maria Penner.