**Team Belbin’s Analysis**

Team Name: Epsilon Web Developers

Team Members: Bibhas Bahadur Shrestha (C), Abhash Niroula, Srijan Thapa, Manoj Chhetri

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| Version:1.1 **Belbin’s Analysis** Date reviewed: 2/3/2019 | | |
| Primary role | Bibhas Shrestha | Co-ordinator |
| Srijan Thapa | Specialist |
| Abhash Niroula | Team worker |
| Manoj Chhetri | Implementer |
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| Secondary role | Bibhas Shrestha | Complete Finisher |
| Srijan Thapa | Shaper |
| Abhash Niroula | Monitor Evaluator |
| Manoj Chhetri | Plant |
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| Least likely role | Bibhas Shrestha | Plant |
| Srijan Thapa | Co-ordinator |
| Abhash Niroula | Resource Investigator |
| Manoj Chhetri | Complete Finisher |
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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? | Bibhas Shrestha | I think the description of these roles are accurate description of my behaviour. I think being the team leader gives me certain responsibilities and co-ordinator fits the role of a leader. |
| Srijan Thapa | Yes, the description of the role is an accurate description of my behaviour in the team because I can bring in-depth knowledge on key areas to the team. |
| Abhash Niroula | I think the descriptions of these roles are fairly accurate description of my behaviour. The description of the role Team worker suits my personality as I am more type of diplomatic person who believes in teamwork. |
| Manoj Chhetri | Yes, I think the description of the role is an accurate description of my behaviour in the team as I am proficient in planning a workable strategy and carrying it out as efficiently as possible. |
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| Are there roles identified by Belbin that you might like to develop in yourself more? Which ones and why? | Bibhas Shrestha | Complete Finisher is the role I would like to develop in myself because the role would allow me to polish and scrutinise the team’s work for errors which would allow me to subject the work to the highest standard. |
| Srijan Thapa | Shaper is the role I would like to develop myself in because I would like to improve my ability to ensure that the team keeps moving and does not lose focus or momentum. |
| Abhash Niroula | Specialist is the role identified by Belbin that I would like to develop in myself. I think this is a challenging role and I want to be more dedicated towards particular topic to gain depth knowledge about it. |
| Manoj Chhetri | I would like to develop myself as the Plant because I would be able to generate creative ideas and solve difficult problems. |
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| What possible situations in the coming months can you identify where you could work on developing these skills? | Bibhas Shrestha | In the coming months I would be able to develop my skill as co-ordinator. I will be responsible to delegate work appropriately in the team. |
| Srijan Thapa | In the upcoming months our team may struggle in key areas during the project and I think I will be able to help them during this situation to fulfil my role as the specialist. |
| Abhash Niroula | There may arise situation like communication issues between team members where I could really put my skills on test. As a team worker I would co-ordinate with my team members properly and understand their problems and try to resolve it in a way what’s good for the team. I will make sure of one thing in my mind that I must give adequate time and space for my team members. |
| Manoj Chhetri | In the upcoming months I think I could improve my creativity and problem-solving skills for the betterment of the project. |
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| 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? | Bibhas Shrestha | I think I could improve my punctuality to bring more effectiveness to the group work and contribute to the success of the team. |
| Srijan Thapa | I think I could improve my communication skills to contribute to the group. |
| Abhash Niroula | I think in order to improve effectiveness in group work I would have to be visionary about the consequences that might occur while doing the project. I should be able to judge what is wrong and what is right for the team. And to contribute for the team success I should be a factor for my team motivation by being strict about the goals, rules and regulations of our team. |
| Manoj Chhetri | I think I could improve my effectiveness in the group work and contribute to its success by managing my time properly. |
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| Are the results of this inventory consistent with how you worked in the Foundation Project in your small groups for discussions and presentations? | Bibhas Shrestha | The result of this inventory is not consistent with the Foundation Project as earlier we did not divide the roles among ourselves and we did not plan the final outcome of our project. |
| Srijan Thapa | I think the results of this inventory is fairly consistent with the previous projects. |
| Abhash Niroula | The result of this inventory is not consistent with the foundation project we worked earlier. Previously, the process involved in achieving the result was not planned in an organized way but this time the process involved in achieving the results are different than the previous one as it is done in more organized way. This time we considered 5 main project management phases which was not done previously which made it easy to keep track of the project. |
| Manoj Chhetri | I think the results of this inventory is not consistent with the previous projects that I have been a part of. |
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| How well did you contribute to group presentations? | Bibhas Shrestha | My contribution to group projects has always been more than my group members. I work extensively to ensure the group project is done perfectly. |
| Srijan Thapa | I contribute to the best of my ability in group projects. I always try to put maximum effort to the group presentations. |
| Abhash Niroula | Working with group was a challenging task to achieve. I was fairly good in contributing to the group presentations. I was positive about my role in the group. The task which was assigned to me by group leader was completed well on time. I think I was supportive enough to my group members for presentation. The most important part I think which really made to contribute to the group was learning from my mistakes and dealing with it. |
| Manoj Chhetri | I contribute moderately to the group presentations but I will gradually improve my contribution to the group. |
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| What most contributed to the success of your group in that exercise | Bibhas Shrestha | The understanding between the group members was the key factor that contributed to the success of the group during the exercise. |
| Srijan Thapa | The proper management of time contributed to the success of the group in the exercise. |
| Abhash Niroula | Class time group discussions between group members, Supportive nature of group members, all team members understanding the goals of the group, Handling nerves during the exercise and Troubleshooting the problems in right way. |
| Manoj Chhetri | The creativity of the group members contributed to the success of the group in that exercise. |
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| What prevented your group from doing better in the exercise? | Bibhas Shrestha | The lack of time management prevented the team from doing better. We felt that we could do the project better but were not able to because of the poor planning in finishing the task. |
| Srijan Thapa | The lack of communication between the group members prevented the group from doing better in the exercise. |
| Abhash Niroula | Poor preparation, Lack of time management, Team members not being serious about their respective roles, Absence of team members during meetings, Inadequate documentation and tracking and unequal distribution of workload within the group. |
| Manoj Chhetri | The irregularity of the group members prevented the group from doing better in the exercise. |
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