The Clehuderfax e-chain

**The Influencers**

***Team Members***

Bijay Giri

Dipesh B.C.

Kadamber Verma

Rajbir Chand

Sushant Tiwari

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| Version:1.0 **Belbin’s Analysis** Date reviewed: | | |
| Primary role | Bijay Giri | Co-ordinator |
| Dipesh B.C. | Specialist |
| Kadamber Verma | Implementor |
| Rajbir Chand | Shaper |
| Sushanti Tiwari | Team Worker |
| Secondary role | Bijay Giri | Specialist |
| Dipesh B.C. | Plant |
| Kadamber Verma | Complete Finisher |
| Rajbir Chand | Monitor Evaluator |
| Sushant Tiwari | Co-ordinator |
| Least likely role | Bijay Giri | Monitor Evaluator |
| Dipesh B.C. | Co-ordinator |
| Kadamber Verma | Resource Investigator |
| Rajbir Chand | Resource Investigator |
| Sushant Tiwari | Resource Investigator |
| Do you think the descriptions of these roles are an accurate description of your behaviour in teams? How do you see yourself differently? | Bijay Giri | Yes, the descriptions of these roles are an accurate description of my behaviour. I see myself differently as there is diplomacy and strategizing in most of the decisions I make. |
| Dipesh B.C. | Yes, the descriptions of these roles are an accurate description of my behaviour. I see myself differently in the way I solve problems in my daily life and my helping behaviour with others. |
| Kadamber Verma | Yes, I believe the above roles are verified to my description and my skills, I came up with. I don’t see myself differently in the wide sense though I slightly remember all the time that I assure the work and accuracy of the work before I proceed on the task to complete. |
| Rajbir Chand | Yes, I think that the above roles that I have defined for myself define me the way I am in real life. And therefore, I don’t see myself anywhere differently than what I have already described. |
| Sushant Tiwari | Yes, the descriptions of these roles are an accurate description of my behaviour. I see myself differently as there is diplomacy and strategizing in most of the decisions I make. |
| Are there roles identified by Belbin that you might like to develop in yourself more? Which ones and why? | Bijay Giri | Yes, I would like to mention that there is one role that I would like to develop more and that is Co-ordinator. I want to develop this role because the Co-ordinator is the one who manages the team and plans the working and divides the work equally to all group members in a team which ultimately leads to better team working and efficiency in group work. |
| Dipesh B.C. | Yes, there is a role I would like to develop and become better at and that is team worker. Developing this role is important for me because in future most of the time I must work with a team where I will meet team members of different natures with attitudes. Cooperating with the team and helping them is the key of success to finish any work in each time. |
| Kadamber Verma | I have already assigned myself for the multiple roles I mentioned above. Although, I would love to develop a role of “Specialist” which I’m lacking that I will be strengthen soon to become more productive in order to perform specific and potential task. |
| Rajbir Chand | Now that I already have three of the roles described for myself for which I am already capable of so therefore the one role I would like to develop more In, the coming years is that of the “Specialist”. Simply the reason being I am not good at it, so I hope I gain some knowledge for that skill set. |
| Sushant Tiwari | I have already mentioned my primary role, but Co-ordinator is a role where I would like to improve my quality. Because Co-ordinator is a backbone of a Group. |
| What possible situations in the coming months can you identify where you could work on developing these skills? | Bijay Giri | Situations like when a group member is not working as expected or when a group member is not cooperating with the team. |
| Dipesh B.C. | Situations like when one or more of my team members are sick or when they are unreachable or when they might have to deal with stuff of higher importance is where I could come in handy and develop my team working skills. |
| Kadamber Verma | There might be various possible situations in the future that will define the skills I’m working with currently, Because I’m engaged in the multiple roles in the project, so I have wide range of opportunity to sharp my skills in the future. |
| Rajbir Chand | We in the team have decided to go with the rotating kind of leadership which will create a chance not only for me but for everyone else. So, I consider that as one of the situations where I can work to enhance my skill set for that role. |
| Sushant Tiwari | Situations like when a group member is not working as expected or when a group member is not cooperating with the team. |
| 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? | Bijay Giri | Becoming more confident in my decision making and better at recognising others talent will help me improve my effectiveness in group work and in contributing to the success of teams I work in. |
| Dipesh B.C. | I think that by being more social and more diplomatic I could improve our effectiveness in group work and by contributing to the success of the team. |
| Kadamber Verma | Me as one of the team members of my team working by carrying an effective set of responsibilities. All of us has been assigned to be dedicated to the project. Me as a part, I came up with high determination to fulfil the work needs required to my roles and responsibilities. I could be a remarkable example throughout group if I could able to turn my ideas into actions more than I can ever in the present scenario. I’m dedicated to my ideas to contribute for the success of my team. |
| Rajbir Chand | This could be done by regularly attending meetings that will be held in the group because I think punctuality already contributes to the effectiveness of anything. And yes, the other solution can also be participating and contributing towards the team objectives effectively. |
| Sushant Tiwari | I think that by being Confident and diplomatic. I could improve our effectiveness in group work and by helping to success our team. |
| Are the results of this inventory consistent with how you worked in the Foundation Project in your small groups for discussions and presentations? | Bijay Giri | The results of this inventory are almost consistent with the Foundation Project that I worked in with my small groups for discussions and presentations. |
| Dipesh B.C. | Yes, the results of this inventory are almost consistent with Foundation Projects. There are some slight changes as this exercise contain continuous documentation of each task done and regular update on improvement of the project. |
| Kadamber Verma | Since the initialization of the foundation project I have been giving my effective presence in the team by considering issues, roles and time. I found consistent results of all the founding projects because of strong bond and communication between the team members. Moreover, working in a small group have been structured well between so that we meet all the requirements and the objectives that a project holds. |
| Rajbir Chand | Till date everything has been going smoothly and effectively. So, in a way I could say that for the time being everything is consistent, and all this could be proven by because we have been meeting every assignment deadline by their specified dates of submission. |
| Sushant Tiwari | Yes, results of this inventory are almost consistent with the Foundation Project where I worked in with my small groups for discussions and presentations. |
| How well do you want to contribute to group presentations? | Bijay Giri | I want to give my best effort in my group presentations. |
| Dipesh B.C. | I want to give my best effort in my group presentations. |
| Kadamber Verma | If I talk about my contribution, I’m being very well planned, and environment orientated. Before I stand for the presentation, I make concrete plan from abstract ideas in self- controlled manner. I disregard my self-interest to focus on the needs of a team and presentation work. I likely persuade myself to change if I feel that the change will yield positive results to group presentation as well as individually. |
| Rajbir Chand | According to me I have been contributing well enough to the group and the reason being that I regularly attend all meetings and also bring in important changes to be made in the project and also keep adding up resources for the group to make effective use of. |
| Sushant Tiwari | I want to give my best in our group presentations. |