Actual Team Organisation

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| Tom  1.Coordinator | The results above demonstrate Tom’s self-preferences are relatively close to his pees perception of his skills. Although he shows high scores in the role of Monitor evaluator, Harry can also be a monitor evaluator due to his scores, and the team believes Tom has shown good confidence in the past when leading teams.  From the results above and past experience of working with Tom the team can assume the coordinator role will be well suited to him. |
| Rowan  1.Resource Investigator  2.Specialist | From the results above, it would seem Rowan’s self-preferences are relatively close to his pees perception of his skills. Although he shows high scores in the role of plant, we already have 2 plants (Leo and Hiten). Rowan has also demonstrated a high level of technical expertise and know-how when working with the team on past projects, and it is for this reason he will also fulfil the role of Specialist.  From the results we can assume the Resource Investigator and Specialist roles will be well suited to Rowan. |
| Luke  1.Teamworker | The results above show that Luke scored high in his peer audit in the monitor evaluator and team worker sections, with people perceiving him as a co-operative, perceptive and diplomatic person. As Luke also chose the Team worker role as his preference when completing the self-audit, it would make sense for him to fulfil this role.  From the results we can assume the Team Worker will be well suited to Luke. |
| Hiten  1.Plant  2.Implementor | The self-audit completed by Hiten showed he performed well In the areas for the role of plant. This was also the highest score within the peer audit. Hiten did score high as a specialist however as Rowan and Jordan were also assigned as specialists, and did not score as well as in the questions relating to the plant role, Hiten was allocated this role. Hiten was also given the role of implementer as the team felt he had shown considerable practical ability to strategize during projects in the past.  From the results we can assume the Plant and Implementer roles will be well suited to Hiten. |
| Leo  1.Plant  2.Implementor | From the results above, it would seem Leo’s peer’s perception of his skills ranges. He shows high results in more than two roles, however does show an overall self-preference to that of his role implementer; this fits well as the team feels Leo has shown the reliability to turn ideas into actions in past projects. As the team is low on members Leo will also be given the role plant as he scored high with peers in that sector of the peer audit.  From the results we can assume the Plant and Implementer roles will be well suited to Leo. |
| Harry  1.Monitor Evaluator  2.Complete Finisher | Harry demonstrated a clear preference to the role of Resource investigator in completing the self-assessment audit, whilst his perceived skills within this role were validated by his peer’s audit. Harry also showed a high score in the role of complete finisher and has therefore been designated both roles by the team. This should allow more flexibility within our small team.  From the results we can assume the Monitor Evaluator and Complete Finisher roles will be well suited to Harry. |
| Jordan  1.Specialist | From the results above, it would seem Jordan’s self-preferences are relatively close to his peer’s perception of his skills. Jordan also shows high scores in the role of team worker however as Luke showed more of a preference towards being given the team worker role, Jordan will be allocated as specialist.  From the results we can assume the Specialist role will be well suited to Jordan. |

References

[1] Mind tools editorial team. (n/a). *How Understanding Team Roles Can Improve Team Performance.* Available: [https://www.mindtools.com/pages/article/newLDR\_83.htm. Last accessed 15/03/2017](https://www.mindtools.com/pages/article/newLDR_83.htm.%20Last%20accessed%2015/03/2017).

[2] Belbin UK. (n/a). *Belbin team roles.* Available: http://www.belbin.com/about/belbin-team-roles/. Last accessed 15/03/2017.

[3] Belbin UK. (2014). *How to… Interpret and make the most of Belbin Team/Group Reports.* Available: http://www.belbin.com/media/1169/belbin-howtointerpretandmakethemostofteam-groupreports-jan2014.pdf. Last accessed 21/03/2017.