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## Team 2

### *Team Members*

*Amit Kumar Karn*

*Saurav Shrestha*

*Kritika Thapa*

*Yogesh Shrestha*

*Ram Babu Shah*

*Saugat Adhikari*

Organocity

Version:1.0 <b>Belbin's Analysis</b> Date reviewed:2 <sup>nd</sup> March 2020		
Primary role	Amit Kumar Karn	Plant
	Saurav Shrestha	Co-ordinator
	Kritika Thapa	Team-worker
	Yogesh Shrestha	Resource Investigator
	Ram Babu Shah	Implementer
	Saugat Adhikari	Completer Finisher

Secondary role	Amit Kumar Karn	Specialist
	Saurav Shrestha	Specialist
	Kritika Thapa	Resource Investigator
	Yogesh Shrestha	Specialist
	Ram Babu Shah	Monitor-evaluator
	Saugat Adhikari	Team-worker
Least likely role	Amit Kumar Karn	Shaper
	Saurav Shrestha	Plant
	Kritika Thapa	Completer Finisher

	Yogesh Shrestha	Implementer
	Ram Babu Shah	Specialist
	Saugat Adhikari	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?	Amit Kumar Karn	Yes, because I have always been inclined towards the problem-solving domain in my previous group and individual projects and I believe those experiences that I gained in the past is going to help the team in many ways making me a suitable plant for the team. I was also involved in an individual website project where I picked up some good skills on back-end mechanism of a website, particularly PHP and MySQL. Lastly, I think I will be well suited to be the shaper of the team because I always tend to be motivated towards a goal at any given time and I also have some experiences of completing tasks under pinch situations. Hence, I think, with these characteristics of mine, I will be able to influence my team positively to some extent throughout the course of the project.
	Saurav Shrestha	Yes, I think the roles fit me perfectly in a team setting. I feel like I am focused and can appropriately direct a team towards its goal by delegating work and drawing out a persons' full capabilities. I also

		<p>have in-depth knowledge about databases related to this project, so the role of specialist also suits me well. Along with directing the team and specializing in a specific area. Also having a creative mind allows me to view problems from another perspective and help me to solve problems which might not be solved by conventional means. Hence, the role of plant also suits me.</p>
	Kritika Thapa	<p>Yes, I think the descriptions of these roles are an accurate description of my behaviour in teams because being myself a team worker I pleased to adapt in different situations and like to help other team members to achieve and maintain team effectiveness as well as I like to listen and respect the opinions , input of team members. And likes to explore new opportunities and resources</p>
	Yogesh Shrestha	<p>Yes, I am sure that these roles are perfect for me according to my behaviour. I am the resource investigator of my team I chose it because I am enthusiastic about my work. I want to give my best on my work. I don't want to follow or want to make my work similar to others so I do research and try find new ways to explore my work and search opportunities to make best, different and unique from other works. Similarly, as I choose another role as specialist on front end, the frontend all about the graphic and designing and I am good at graphic and designing so I can explore my idea and I can show my uniqueness through work on the front end which is the attractive</p>

		part of website. We can show our creativity and we can attract customers through the front end.
	Ram Babu Shah	Yes, the above described roles are an accurate description of my behaviour in team. I can make plans and works with strategies and, I can carry out the project effectively in everything. Since, I am an optimist thinker I believe to rise the confidence level of my team and make the team to complete the project done in a possible way.
	Saugat Adhikari	The roles surely define everyone according to the role they will have for the team. It can't be said to be particularly accurate but the different roles help to bring the best possible qualities in oneself depending upon the role they have for the team.
Are there roles identified by Belbin that you might like to develop in yourself more? Which ones and why?	Amit Kumar Karn	Yes, I would like to see myself as a better leader or shaper after the completion of this project because this role will help me to perform qualitatively and overcome different kind of challenges under immense pressure. I would also like to develop enough coding skills in PHP through this project so that I could earn the tag of a specialist in this domain
	Saurav Shrestha	Shaper and Resource Investigator are role that I want to develop in myself because I tend not to be outgoing and keep myself away from interaction. So, I would like to develop a Shaper role in me to be able to

		encourage and give motivation to a team to succeed. The role of Resource Investigator is also something I want to develop as it will help me more outgoing and enthusiastic as a person.
	Kritika Thapa	Yes, resource investigation role identified by Belbin like to develop myself more because I am extroverted, enthusiastic and curious personality who like to explore new opportunities and able to extend the range of the team's useful contacts and partnerships outgoing and inquisitive.
	Yogesh Shrestha	Plant is the role which I would like to develop on myself because I think I am creative, imaginative and a free-thinking person who can generate new ideas but, in this project, I am not fit for solving difficult problems. For solving problems, we must know more about the subject have to do research, experiment etc. where in this condition my knowledge is not enough to solve problem. Through Belbin analysis I learnt that I must develop my skill I have to do lots of research for solving problem.
	Ram Babu Shah	Yes, there is a role identified by Belbin that I like to develop in myself. I would like to develop Team Worker. As being a person who loves to do work in team my qualities would surely help my team to polish and also help them using their versatility to identify the work required and complete the project on the behalf of my team.

	Saugat Adhikari	Yes, there is a role in Belbin which I would love to develop in myself like specialist. Being able to have in depth analysis and polish my team with any kind of specialism would be something I would cherish.
What possible situations in the coming months can you identify where you could work on developing these skills?	Amit Kumar Karn	I'll be focussing on the situations where the context will be new and challenging to our group. I will try to solve those problems in the best possible way while exploring plethora of other solutions simultaneously. I will also try to develop my leadership skills and guide the team to accomplish the best results at their individual parts of the project.
	Saurav Shrestha	In the coming months, situations might arise where frustrations might pile up and a driving force is needed to push ahead so I could develop the Shaper role if such a situation arises. I could develop Resource Investigator if the data we collect for the project is not sufficient and we need to get some new ideas or get data through different means which would make me be more interactive towards people and help me explore my opportunities.
	Kritika	Since, I believe that I am a completer finisher I have determination of finishing



	Thapa	any kind of task that gets into my way. For instance, if there is some kind of natural calamities occurring next month, I can assist there with my team and do as possible things as no work is smaller.
	Yogesh Shrestha	Situations might arise where the members of my group won't be able to solve certain problems. So, in case that situation arrives, I will get a chance to develop my plant role skills.
	Ram Babu Shah	At the time of project submission, if any member of my team cannot complete their project I will plan a workable strategy and make them help to complete their part in a possible way.
	Saugat Adhikari	The situation where the team would need the slightest push in the necessary roles, I would be more than happy to step up and make sure our project works are finished on time.
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?	Amit Kumar Karn	I believe I can fill in the gaps for other team members, in case they couldn't complete their part of work in the allocated time due to some emergencies or unavoidable reasons. I can also help the team to always be inclined towards the main goal and meet the requirements before deadlines.
	Saurav	I could improve my teamwork by not

	Shrestha	focusing on only my work but help my team members with what they might be struggling with. I could also use the perspective of another person to enhance my work and accept positive criticism.
	Kritika Thapa	Well as a team worker I can listen other point of view regarding our project in which we are working firstly I can divide my team according to their working skill in which they are active so that our project will run smoothly I will research on the project which is based on the topic if there are any circumstances than we can further discuss on the project
	Yogesh Shrestha	Being a part of the team, I will be ready to help in every situation. And I will do everything for best result. As my role is Resource Investigator, I am the enthusiastic person creating and sharing ideas through this I want to improve the effectiveness in group work.
	Ram Babu Shah	I think, I can improve the effectiveness in group by doing hard work and prepare each and every responsibility given to me. If any of my team member need my kind of help I will be available any time to set a good example of Monitor Evaluator and Implementer.
	Saugat Adhikari	Team work purely depends on every individual bringing the best out of themselves so I would be motivated to do

		my absolute best in my allocated project works and simultaneously ending any kind of communication barrier that comes within 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?	Amit Kumar Karn	No, because this is the first time that I've been involved in a project of this calibre having separate roles and responsibilities assigned to each member of the team. During my foundation project, the work was shared quite evenly and the roles weren't assigned to any team member either.
	Saurav Shrestha	No, the Foundation project was a simple one where no roles needed to be assigned and all the work could be completed without much planning. So, this is a totally new area of managing projects.
	Kritika Thapa	My previous project was quite beneficial for me because due to that project I can present myself as confident presenter which I was not before and it has increased my leadership quality too.
	Yogesh Shrestha	Yes, through the foundation project I got to learn that how projects are done in a group, due to that, today I am able and confident about how to work in any group or with any companies. Foundation project built my confident level and increased my leadership quality too. So, I can handle any situation happening in group.

	Ram Babu Shah	Yes, the results of this inventory are consistent with how I worked in the Foundation Project in my small group for discussions and presentations Since, my team has been properly coordinated to ensure everything is right on track.
	Saugat Adhikari	Yes, the results of this inventory are consistent with the work in Foundation Project that we did in small groups for discussions and presentations because we have made sure every essential and requirements are compulsorily put together to make our project a grand success.
How well do you want to contribute to group presentations?	Amit Kumar Karn	I want to contribute as much as I can in the group presentations from building the slides to helping with the team's mock ups for the demonstration of the presentation.
	Saurav Shrestha	I want to be a big part of the presentations and contribute as much as I can which will help to increase the quality of the project.
	Kritika Thapa	Well, being myself a team worker group presentation is very important to me so, must bring my team to be glow and grow don't panic instead, embrace the opportunity to learn and demonstrate my abilities properly as well as speak confidently

	Yogesh Shrestha	<p>I choose as resource investigation specialist &amp; implementer but i am good at to motivate the person. In my team if I feel anyone get nervous at the time of presentation then before presentation I will give some tips to build there confident according of my experience and i will not leave his/her hand until they feel confident.</p>
	Ram Babu Shah	<p>I will give my full effort to prepare all the topic given to me for the presentation since, I am average at giving presentation, I will practice as much as possible to give complete presentation in a best way so that our team can score good mark.</p>
	Saugat Adhikari	<p>Confidence is what should drive our group presentation and I wouldn't leave a stone unturned to make sure our project is properly presented.</p> <p>Presentation is what defines how our team has performed so I will make sure the team gets deserving marks.</p>