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**Team 2**

***Team Members***

***Amit Kumar Karn***

***Saurav Shrestha***

***Kritika Thapa***

***Yogesh Shrestha***

***Ram Babu Shah***

***Saugat Adhikari***

Organocity

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| Version:1.0 **Belbin’s Analysis** Date reviewed:2nd 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 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. |
| Kritika Thapa | 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 |
| Yogesh Shrestha | 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 part of website. We can show our creativity and we can attract customers through the front end. |
|  | Ram Babu Shah | Yes, the above descripted 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 Thapa | Since, I believe that I am a completer  finisher I have determination of finishing  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 Shrestha | I could improve my teamwork by not 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 | I choose as resource investigation specialist & 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. |
|  | Ram Babu Shah | 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. |
|  | Saugat Adhikari | Confidence is what should drive our  group presentation and I wouldn’t leave  a stone unturned to make sure our  project is properly presented.  Presentation is what defines how our  team has performed so I will make sure  the team gets deserving marks. |