**BELBIN PROFILE**

**Octavian Grozman**

Team roles that I display:

I display mostly such team roles as Implementer and Specialist. I get things done in a very efficient way and turn ideas into actions, so others can rely on me. I bring in-depth knowledge of a specific area in a team providing specialist knowledge and skills. In addition, I am a team worker, being cooperative and perceptive, so I listen to other’s opinions and avoid confrontation, conceding sometimes. Less often I am a Shaper, trying to ensure that the team keeps moving and does not lose focus, and I am Plant, suggesting some innovative unusual and creative ideas. Rarely, I am exploring new opportunities to bring back to the team.

Regarding to my weaknesses, I tend to get to much into details, confusing people, and I am quite inflexible when facing new challenges. Sometimes I do not have the courage to stick on my mind even if it is really creative and innovative.