

## Quick Check, which description sounds like you?

NB: All information below is derived from the original Belbin analysis, see <http://www.belbin.co.uk/>

<p><b>CW: Company Worker</b></p> <ul style="list-style-type: none"> <li>* Good at organising and applying practical common sense to situations.</li> <li>* Turns decisions and strategies into defined and manageable tasks that people can actually work with.</li> <li>* is mainly concerned with what is feasible and pursues them logically.</li> <li>* sets out the objectives and pursues them logically.</li> <li>* is noted for sincerity, integrity and they enjoys the trust of others.</li> </ul>	
<p><b>CO: Co-ordinator</b></p> <ul style="list-style-type: none"> <li>* Calm, <b>self</b>-confident, controlled.</li> <li>* Might not be the leader of the team.</li> <li>* A capacity for treating and welcoming all potential contributors on their merits and without prejudice. A strong sense of objectives.</li> <li>* sees most clearly which member of the team is strong or weak in each area of the team's function, and they focus people on what they do best.</li> <li>* is conscious of the need to use the team's combined resources as effectively as possible. This means they are the ones who establish the roles and work boundaries of the others and also who sees gaps and takes steps to fill them.</li> <li>* clarifies the group's objectives and sets its agenda.</li> </ul>	
<p><b>SH: Shaper</b></p> <ul style="list-style-type: none"> <li>* Anxious, outgoing and dynamic.</li> <li>* Has drive and a readiness to challenge inertia, ineffectiveness, complacency or <b>self</b> deception.</li> <li>* Very much a task leader.</li> <li>* is full of nervous energy, they are outgoing and emotional, impulsive and impatient, sometimes edgy and easily frustrated. They are quick to challenge and quick to respond to a challenge (which they enjoy and welcome).</li> <li>* is always looking for a pattern in discussions, and trying to unite ideas, objectives and practical considerations with a single feasible project, which they seek to push forward urgently to decision and action.</li> <li>* makes things happen.</li> </ul>	

<p><b>PL: Plant</b></p> <ul style="list-style-type: none"> <li>* Individualistic, serious minded, unorthodox.</li> <li>* Dominant, very high IQ, introvert.</li> <li>* is the source of original ideas, suggestions and proposals; they are the ideas people.</li> <li>* Others have ideas too but those of the plant are original and radical. They are the most imaginative as well as the most intelligent members of the team; the most likely to start searching for a completely new approaches to problems if the team starts getting bogged down. They can also bring new insights to a line of action already agreed.</li> <li>* is much more concerned with major issues and fundamentals than with details, and indeed is liable to miss out on details and make careless mistakes.</li> </ul>	
<p><b>RI: Resource Investigator</b></p> <ul style="list-style-type: none"> <li>* Extroverted, enthusiastic, curious and communicative.</li> <li>* relaxed, sociable and gregarious. Their responses tend to be positive and enthusiastic, though they are prone to put things down as quickly as they take them up.</li> <li>* the person most likely to go outside the group and brings information, ideas and developments back to it.</li> <li>* makes friends easily and has masses of outside contacts. They are rarely in the office and when they are they are probably on the telephone.</li> <li>* the promoter, the diplomat, the liaison officer, always exploring new possibilities in the wider world outside.</li> </ul>	
<p><b>ME: Monitor Evaluator</b></p> <ul style="list-style-type: none"> <li>* Sober, unemotional, prudent.</li> <li>* High IQ, stable, introvert.</li> <li>* By temperament they are likely to be serious and not very exciting. Their contribution lies in measured and dispassionate analysis rather than creative ideas.</li> <li>* is the most likely to stop the team from committing itself to a misguided project.</li> <li>* does not usually criticise just for the sake of it, but only if they can see a flaw in the plan or arguments.</li> <li>* They are slow to make up their mind and likes to be given time to mull things over, but theirs are the most objective mind in the team.</li> <li>* Their most valuable skill is in assimilating, interpreting and evaluating large volumes of complex material, and analysing problems and assessing the judgements and contribution of the others.</li> </ul>	

<p><b>TW: Team Worker</b></p> <ul style="list-style-type: none"> <li>* Socially oriented, rather mild, sensitive.</li> <li>* Stable, extrovert, low in dominance.</li> <li>* The most sensitive of the team - they are the most aware of individual's needs and worries. They perceive most clearly the emotional under-currents within the group. They also know about the private lives and family affairs of the rest of the team.</li> <li>* The most active internal communicator; likeable, popular, unassertive, the cement of the team.</li> <li>* As a promoter of unity and harmony, they counterbalance the friction and discords that can be caused by the shaper and the plant.</li> <li>* particularly dislike personal confrontation and tend to try and avoid it themselves and cool it down in others.</li> </ul>	
<p><b>IM: Implementer</b></p> <ul style="list-style-type: none"> <li>* Disciplined, reliable, conservative and efficient</li> <li>* Well-organized and predictable Takes basic ideas and makes them work in practice</li> <li>* Works as efficiently as possible, may be Somewhat inflexible</li> <li>* Can be slow to respond to new possibilities.</li> </ul>	
<p><b>CF: Complete Finisher</b></p> <ul style="list-style-type: none"> <li>* Painstaking, orderly, conscientious, anxious.</li> <li>* Worries about what might go wrong. They are never at ease until they has personally checked every detail and made sure that everything has been done and nothing overlooked.</li> <li>* It is not that they are overtly fussy - obsession is an expression of anxiety.</li> <li>* maintain a permanent sense of urgency which they communicates to others to galvanise them into activity.</li> <li>* has <b>self</b> control and strength of character, and are impatient of and intolerant towards the more casual and slap happy members of the team.</li> <li>* a compulsive 'meeter' of deadlines and fulfiller of schedules.</li> </ul>	