

# *Explanation of* Team & Group Reports from BELBIN® GetSet®

## **Overview of Team-Role Profiles**

Lists the top Normed Team Role on the left to the bottom Team Role on the right. This is useful for seeing the overall team/group information at a glance, and if cumulative Observers are different from the Self-Perception. Each Observer is weighted equally (unlike the Observer Pie Chart). The overall ranking is the calculation of the Self and Cumulative Observations, but is compiled and weighted according to the number of Observations.

## **Team Report** *(for between 3 and 15 people)*

Allocates Team Roles to the members of the team. Each Team Role is allocated only once if the number of team members is 8 or fewer. Team reports for between 9 and 15 team members will perhaps allocate more than one person to each role. There are times when people will not be allocated their top Team Roles. This is because there has to be a compromise on the basis of team composition. The Specialist role is not allocated in the script, although it is shown individually (blue) and group average (green) on the graph.

## **Strong Examples of Team Roles**

The "Strong Examples of Team Roles" report finds people who have a very high score in a particular Team Role, and who are a "good example of the type". If there are no people shown for a specific Team Role, then perhaps that team does not have a strong example of that type.

## **Group/Organisation Team-Role Averages**

This report can be used for any number of people. The script will advise about what the group may encounter based on the top and bottom Team-Role averages.

## **Most Highly Rated Observer Responses**

This list of words in descending order of popularity shows the observer words that were ticked/checked.



## OVERVIEW OF TEAM-ROLE PROFILES

Karen

SPI Test Date 05/05/2007

Self-Perception	CF	IMP	PL	TW	RI	CO	ME	SH	SP
Observations (4)	CF	CO	SP	IMP	ME	TW	SH	RI	PL
Overall	CF	IMP	CO	TW	SP	ME	RI	SH	PL

Mike

SPI Test Date 09/05/2007

Self-Perception	SP	SH	PL	IMP	CF	TW	CO	RI	ME
Observations (2)	SH	CF	SP	ME	PL	RI	TW	IMP	CO
Overall	SH	SP	CF	PL	IMP	RI	ME	TW	CO

Tim

SPI Test Date 07/05/2007

Self-Perception	IMP	ME	SH	CO	SP	CF	PL	RI	TW
Observations (4)	CF	TW	IMP	ME	SH	SP	CO	PL	RI
Overall	CF	IMP	TW	ME	SH	CO	SP	RI	PL

Graham

SPI Test Date 13/11/2006

Self-Perception	PL	SH	ME	SP	RI	CO	IMP	TW	CF
Observations									
Overall									

Su

SPI Test Date 12/10/2006

Self-Perception	PL	RI	CO	ME	CF	IMP	SH	TW	SP
Observations									
Overall									



Karen  
Mike  
Tim  
Graham  
Su

## TEAM REPORT

This team is outstanding for the drive it can generate and its readiness to deliver the goods. It will operate best where the goals are clear, and speed and a sense of urgency are needed. The danger is that the members of this team might upset one another or that they will drop out as a way of avoiding conflict and confrontation. This risk will be minimal where the pace is high and everyone is kept working.

In allocating tasks and functions within this team, we would suggest:

### **Karen**

- may be the best person to co-ordinate group effort, ensure that everyone has a useful role and that the team works towards a common and agreed goal.
- should be appointed the organizer, ensuring that the procedures and practical steps are taken once the team reaches significant decisions.

### **Mike**

- is the person best suited to overcoming obstacles and difficulties, creating a sense of urgency and ensuring that talk is turned into worthwhile action.
- should ensure that the team's work meets any deadlines and conforms to the highest standards. Responsible for ensuring that there are no inaccuracies or errors.

### **Tim**

- should play a floating role, using versatile qualities to help with any aspects of the work that others cannot manage. Should use diplomatic skills to overcome conflict.

### **Graham**

- should do most of the problem solving or be responsible for coming up with any new ideas and suggesting solutions to the rest of the team.
- should be made responsible for ensuring that all worthwhile options are considered by the team. Needs a key role in planning. A good judge in the event of controversy.

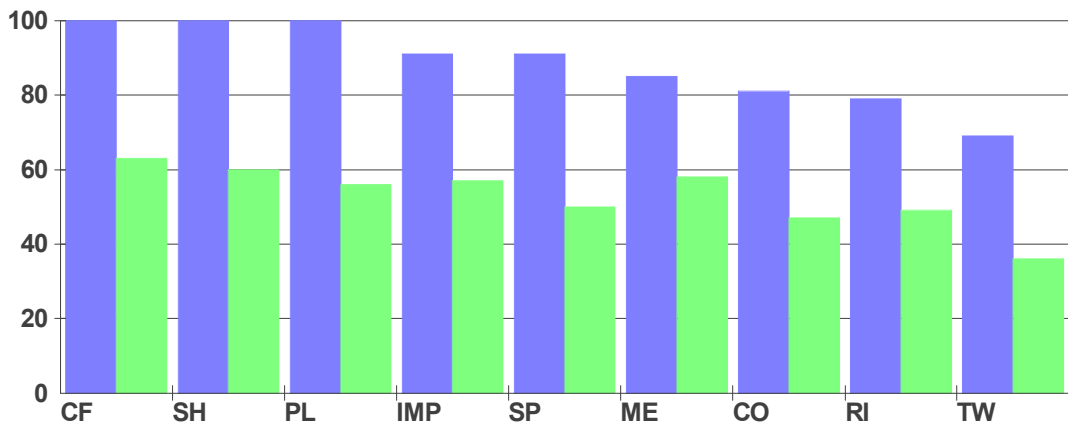
### **Su**

- should be responsible for developing outside contacts and exploring any new opportunities. Needs to be given a chance to conduct negotiations but must report back to the group.

## TEAM REPORT



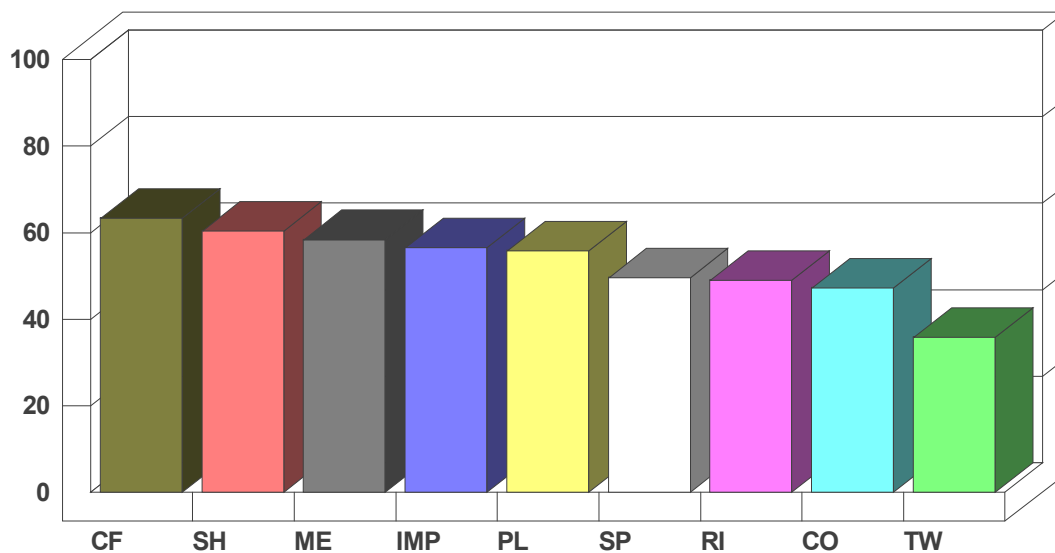
Karen  
Mike  
Tim  
Graham  
Su



For each pair of bars, the bar on the left represents the individual with the highest overall score in that Team Role. The bar on the right represents the group's average score.

**GROUP: TEAM-ROLE AVERAGES**

Please note that this report is based on the complete profile.



Number of Candidates : 5  
Number of Observations : 10

The best scenario is of a group that will make a thorough job of any work taken on and be keen to ensure that standards are maintained. This group will strive for perfection and aim to achieve the highest professional reputation.

The problem about this team could be the unwillingness of its members to adjust to each other. There may be difficulty in developing team spirit. It may therefore be necessary to find someone who can act as a good lubricant for the group in terms of strengthening morale.

## GROUP: MOST HIGHLY RATED OBSERVER RESPONSES

This list shows words from Observers Assessments and their scores in descending order of popularity.

loyal	14	adaptable	4
caring	14	broad in outlook	4
conscientious	14	forgetful	4
fair	11	impatient	4
co-operative	11	calm & confident	4
thorough	10	single-minded	3
self-reliant	10	fearful of conflict	3
practical	9	frightened of failure	3
accurate	9	fussy	3
clever	9	sceptical	3
encouraging of others	9	socially ambitious	3
diplomatic	8	outgoing	3
analytical	8	persuasive	3
knowledgeable	8	aggressive	3
conscious of priorities	8	impulsive	3
competitive	8	innovative	2
logical	8	provocative	2
realistic	8	unorthodox	2
good at getting people to do things	7	seizes opportunities	2
outspoken	7	resistant to change	2
interested in technicalities	7	erratic	2
critical	7	inflexible	2
inquisitive	6	original	1
dedicated to study	6	imaginative	1
perfectionist	6	remote	1
challenging	6	indecisive	1
persistent	6	creative	1
disciplined	6	slow-moving	1
efficient	6	easily bored	0
well organised	6	lazy	0
observant	5	manipulative	0
sharp minded	5	possessive	0
pessimistic	5	enterprising	0
tough	4	not interested in others	0
over-sensitive	4	up-in-the-clouds	0
forceful	4	unadventurous	0

Number of observed Candidates : 3

Number of Observations : 10