

Search

Disciplines

Techniques

Principles

Explanations

Theories

Home

Blog!

Quotes

Guest articles

Analysis

Books

Guestbook

Links

Now, you can buy the real book!



Look inside!

Buy Now



Add/share/save this page:

ADD THIS



Ads by Google

[Leader Role](#)

[X Teams](#)

[Communication](#)

[Casting Roles](#)

Save the rain



Belbin's team roles

[Explanations](#) > [Preferences](#) > Belbin team roles
[Belbin types](#) | [Balanced teams](#) | [So what?](#)

These types (or 'roles') were defined by Dr. R. Meredith Belbin after studying teams at Henley Management College.

Belbin roles

The Belbin roles and brief descriptions are:

Overall	Belbin roles	Description
Doing / acting	Implementer	Well-organized and predictable. Takes basic ideas and makes them work in practice. Can be slow.
	Shaper	Lots of energy and action, challenging others to move forwards. Can be insensitive.
	Completer/Finisher	Reliably sees things through to the end, ironing out the wrinkles and ensuring everything works well. Can worry too much and not trust others.
Thinking / problem-solving	Plant	Solves difficult problems with original and creative ideas. Can be poor communicator and may ignore the details.
	Monitor/Evaluator	Sees the big picture. Thinks carefully and accurately about things. May lack energy or ability to inspire others.

Ads by Google

[Conflict Resolution](#)

Manage conflict in the workplace. Download a free guidebook here!

DaleCarnegie.com/resolution

[Schizophrenia Study](#)

Volunteer For a Schizophrenia Research Trial. Now Enrolling.

SchizophreniaRelapse.com

[Build Bikes & Build Teams](#)

Invented by Odyssey Oct 2000 The creators bring you the best odysseyteams.com

[Corporate teambuilding](#)

Corporate teambuilding
 Adventured based teambuilding
fusionassociates.com

[Innovative Team Building](#)

Movie Making, Build Boats, Virtual & GPS Adventures, Ropes Course...
www.SynergyLearningSystem

	Specialist	Has expert knowledge/skills in key areas and will solve many problems here. Can be disinterested in all other areas.
People / feelings	Coordinator	Respected leader who helps everyone focus on their task. Can be seen as excessively controlling.
	Team worker	Cares for individuals and the team. Good listener and works to resolve social problems. Can have problems making difficult decisions.
	Resource/investigator	Explores new ideas and possibilities with energy and with others. Good networker. Can be too optimistic and lose energy after the initial flush.

Note the linkage here to [Head, hands and heart preferences](#).

Another way of dividing them is:

Overall	Belbin role
Leading	Coordinator
	Shaper
Doing	Implementer
	Completer/finisher
Thinking	Monitor/Evaluator
	Plant
	Specialist
Socializing	Resource/investigator
	Team Worker

Balanced teams

Teams work best when there is a balance of primary roles and when team members know their roles, work to their strengths and actively manage weaknesses.

- To achieve the best balance, there should be:
- One Co-ordinator or Shaper (not both) for leader
- A Plant to stimulate ideas
- A Monitor/evaluator to maintain honesty and clarity
- One or more Implementer, Team worker, Resource investigator or Completer/finisher to make things

happen

So what?

Identify types when starting up teams and ensure you have a good balance (or handle the difference).

See also

[Margerison-McCann Team Performance Wheel](#)
<http://www.belbin.com/belbin-team-roles.htm>

— [Contact](#) — [Caveat](#) — [About](#) — [Students](#) — [Webmasters](#) — [Awards](#) — [Guestbook](#) — [Feedback](#) —
[Sitemap](#) — [Changes](#) —

[Leadership Training](#)

Download Free Leadership Podcast Series from AchieveGlobal.
AchieveGlobal.com/podcast

[Conflict Resolution](#)

Manage conflict in the workplace. Download a free guidebook here!
DaleCarnegie.com/resolution

[Exec Leadership Strategy](#)

Learn how to build teams that lead, innovate & succeed
mitsloan.mit.edu/tyls

© Syque 2002-2009

[TOP](#)

Massive Content -- Maximum Speed