

Belbin Team Roles

Shaper	<ul style="list-style-type: none"> • Highly motivated with a lot of nervous energy and a great need for achievement. • Like to challenge lead and push others to action, can be headstrong and emotional in response to disappointment or frustration. • Generally make good managers because they generate action and thrive on pressure.
Plant	<ul style="list-style-type: none"> • Innovators and inventors – can be highly creative. • Often enjoy working on their own away from other members of the team. • Tend to be introvert and react strongly to criticism and praise. • Great for generating new proposals and to solve complex problems.
Co-ordinator	<ul style="list-style-type: none"> • Ability to pull a group together to work towards a shared goal. • Mature, trusting, and confident they delegate readily. They stay calm under pressure. • Quick to spot an individual's talents and use them to pursue group objectives. • Co-ordinators are useful to have in charge of a team with their diverse skills and personal characteristics.
Monitor Evaluator	<ul style="list-style-type: none"> • Serious-minded, prudent individuals. • Slow deciders who prefer to think things over – usually highly critical thinking ability. • Usually make shrewd judgements by taking into account all the factors. • Important when analysing problems and evaluating ideas and suggestions.
Resource investigator	<ul style="list-style-type: none"> • Good communicators both with other members of the group and with external organisations. • Natural negotiators, adept at exploring new opportunities. • Adept at finding out what resources are available and what can be done. • Relaxed personalities with strong inquisitive sense and a readiness to see the possibilities of anything new. • Very good for finding resources and heading negotiations.
Implementer	<ul style="list-style-type: none"> • Well organised, enjoy routine and have a practical common-sense and self discipline. • Systematic approach to tackling problems • Reliable and hardworking. • Will do what needs to be done whether or not they will enjoy the task.
Team worker	<ul style="list-style-type: none"> • Supportive members of the team. • Flexible and adaptable to different situations and people. • Perceptive and diplomatic. • Good listeners • Avoid conflict • Good at allowing everyone in the group to contribute.
Completer-Finisher	<ul style="list-style-type: none"> • Have a great capacity for follow-through and attention to detail, and seldom start what they cannot finish. • Dislike carelessness • Reluctant to delegate, they prefer to tackle tasks themselves. • Good at tasks that involve close concentration and a close degree of accuracy.
Specialist	<ul style="list-style-type: none"> • Pride themselves on acquiring technical skills and specialist knowledge. • Priorities are to maintain professional standards and advance their own subject. • Very committed. • Important in providing the technical expertise and are usually called upon to make decisions involving in depth experience and expertise.