



MOD007198 Project Management and Implementation

Which are your preferred team roles? Take the Belbin Inventory for assessing team roles

This version of the Belbin test has been taken from "*Teambuilding*" by Alistair Fraser and Suzanne Neville: The Industrial Society 1993.

Tasks

1. Complete the [self-perception inventory](#) – There are 7 sections (sections A-G). For each section, tick in the far left hand column the one, two or three sentences most applicable to yourself. Then in the column on the right, apportion 10 points between those sentences that apply to you: one of which you feel sums you up well while the other only applies some of the time. In this instance you could give your first choice seven points and the remaining points to your second choice. In some instances you might decide that there are two sentences which apply to you equally - if this is the case, award five points to each. **You must allocate all 10 points in each section.**
2. Transfer your points to the [Scoring Key](#) and then add up each column to identify your primary and secondary preferred roles in teams.
3. Read the [detail about your preferred roles](#). Does this sound like you? How accurate is the analysis? If you have time, ask a friend/colleague that you have worked on a project with whether they agree with the self-perception.



Week 2 Self-managed Learning

Self Perception Inventory

SECTION A: WHEN INVOLVED IN A PROJECT WITH OTHER PEOPLE:

Tick		Points
	1. I can be relied upon to see that work that needs to be done is organised.	
	2. I pick up slips and omissions that others fail to notice.	
	3. I react strongly when meetings look like losing track of the main objective.	
	4. I produce original suggestions.	
	5. I analyse other people's ideas objectively, for both merits and failings.	
	6. I am keen to find out the latest ideas and developments.	
	7. I have an aptitude for organising people.	
	8. I am always ready to support good suggestions that help to resolve a problem.	

SECTION B: IN SEEKING SATISFACTION THROUGH MY WORK:

Tick		Points
	1. I like to have a strong influence on decisions.	
	2. I feel in my element where work requires a high degree of attention and concentration.	
	3. I am concerned to help colleagues with their problems.	
	4. I like to make critical discrimination between alternatives.	
	5. I tend to have a creative approach to problem solving.	
	6. I enjoy reconciling different points of view.	
	7. I am more interested in practicalities than new ideas.	
	8. I particularly enjoy exploring different views and techniques.	



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SECTION C: WHEN THE TEAM IS TRYING TO SOLVE A PARTICULARLY COMPLEX PROBLEM:

Tick		Points
	1. I keep a watching eye on areas where difficulty may arise.	
	2. I explore ideas that may have a wider application than in the immediate task.	
	3. I like to weigh up and evaluate a range of suggestions thoroughly before choosing.	
	4. I can co-ordinate and use productively other people's abilities and talents.	
	5. I maintain a steady systematic approach, whatever the pressures.	
	6. I often produce a new approach to a long continuing problem.	
	7. I am ready to make my personal views known in a forceful way if necessary.	
	8. I am ready to help whenever I can.	

SECTION D: IN CARRYING OUT MY DAY-TO-DAY WORK:

Tick		Points
	1. I am keen to see there is nothing vague about my task and objectives.	
	2. I am not reluctant to emphasise my own point of view in meetings.	
	3. I can work with all sorts of people provided that they have got something worthwhile to contribute.	
	4. I make a point of following up interesting ideas and/or people.	
	5. I can usually find the argument to refute unsound propositions.	
	6. I tend to see patterns where others would see items as unconnected.	
	7. Being busy gives me real satisfaction.	
	8. I have a quiet interest in getting to know people better.	



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SECTION E: IF AM SUDDENLY GIVEN A DIFFICULT TASK WITH LIMITED TIME AND UNFAMILIAR PEOPLE:

Tick		Points
	1. I often find my imagination frustrated by working in a group.	
	2. I find my personal skill particularly appropriate in achieving agreement.	
	3. My feelings seldom interfere with my judgement.	
	4. I strive to build up an effective structure.	
	5. I can work with people who vary widely in their personal qualities and outlook.	
	6. I feel it is sometimes worth incurring some temporary unpopularity if one is to succeed in getting one's views across in a group.	
	7. I usually know someone whose specialist knowledge is particularly apt.	
	8. I seem to develop a natural sense of urgency.	

SECTION F: WHEN SUDDENLY ASKED TO CONSIDER A NEW PROJECT:

Tick		Points
	1. I start to look around for possible ideas and openings.	
	2. I am concerned to finish and perfect current work before start.	
	3. I approach the problem in a carefully analytical way.	
	4. I am able to assert myself to get other people involved if necessary.	
	5. I am able to take an independent and innovative look at most situations.	
	6. I am happy to take the lead when action is required.	
	7. I can respond positively to my colleagues and their initiatives.	
	8. I find it hard to give in a job where the goals are not clearly defined.	



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SECTION G: IN CONTRIBUTING TO GROUP PROJECTS IN GENERAL:

Tick		Points
	1. I think I have a talent for sorting out the concrete steps that need to be taken given a broad brief.	
	2. My considered judgement may take time but is usually near the mark.	
	3. A broad range of personal contacts is important to my style of working.	
	4. I have an eye for getting the details right.	
	5. I try to make my mark in group meetings.	
	6. I can see how ideas and techniques can be used in new relationships.	
	7. I see both sides of a problem and take a decision acceptable to all.	
	8. I get on well with others and work hard for the team.	



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Scoring Key for Self Perception Inventory

Transfer your points allocation from the seven sections of the Self Perception Inventory to the appropriate boxes below. The pre-printed numbers in the grid refer to the question numbers of each section. For example if for Section A you scored seven points for question 6 and three points for question 1, you would allocate them in the columns RI and IMP respectively.

	SH	CO	PL	RI	ME	IMP	TW	CF
A	3 ___	7 ___	4 ___	6 ___	5 ___	1 ___	8 ___	2 ___
B	1 ___	6 ___	5 ___	8 ___	4 ___	7 ___	3 ___	2 ___
C	7 ___	4 ___	6 ___	2 ___	3 ___	5 ___	8 ___	1 ___
D	2 ___	3 ___	6 ___	4 ___	5 ___	1 ___	8 ___	7 ___
E	6 ___	5 ___	1 ___	7 ___	3 ___	4 ___	2 ___	8 ___
F	6 ___	4 ___	5 ___	1 ___	3 ___	8 ___	7 ___	2 ___
G	5 ___	7 ___	6 ___	3 ___	2 ___	1 ___	8 ___	4 ___
Total								

Once you have allocated all your points, total each column.

The highest two totals represent your primary and secondary preferred team roles.