Belbin’s Team Roles

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| Overall Roles | Belbin Roles | Strengths | Watch out for… |
| Doing / Acting | Implementer | * Good at putting ideas into action * Gets things done | * Can be slow to do things |
| Shaper | * Lots of energy and action. * Always full of new ideas | * Can be impatient with other people who are slower |
| Completer / Finisher | * Reliably sees through the project to the end * Always checks the details | * Can worry too much about the little details * May not trust other people to finish the task |
| Thinking / Problem Solving | Plant | * Solves difficult problems with original and creative ideas | * Can be a poor communicator * May not worry about the details |
| Monitor / Evaluator | * Sees the big picture * Thinks carefully and accurately about things | * May lack energy to inspire others |
| Specialist | * Has expert knowledge in key areas (and can solve problems here) | * Can lack interest in areas outside their specialism |
| People / Feelings | Coordinator | * Respected leader who helps everyone focus on their task | * Can be too controlling |
| Team Worker | * Cares for individuals and the team * Good listener and works to resolve problems in the team | * Can have problems making difficult decisions |
| Resource / Investigator | * Explores new ideas and possibilities with energy. * Good at making friends / allies | * Can be too positive and may lose enthusiasm after the early stages |