

UNIVERSITY OF SOUTHAMPTON - WINCHESTER SCHOOL OF ART
HISTORY OF ART AND DESIGN YEAR 1
ART AND DESIGN HISTORY IN PRACTICE

Roles for Effective Teamwork - Self-Perception Inventory
(Belbin 1981)

- 1 What I believe I can contribute to a team:
 - a) I think I can quickly see and take advantage of new opportunities
 - b) I can work well with a very wide range of people
 - c) Producing ideas is one of my natural assets
 - d) My ability rests in being able to draw people out whenever I detect they have something of value to contribute to group objectives
 - e) My capacity to follow through has much to do with my personal effectiveness
 - f) I am ready to face temporary unpopularity if it leads to worthwhile results in the end
 - g) I can usually sense what is realistic and likely to work
 - h) I can offer a reasoned case for alternative courses of action without introducing bias or prejudice

- 2 If I have a possible shortcoming in teamwork, it could be that:
 - a) I am not at ease unless meetings are well structured and controlled and generally well conducted
 - b) I am inclined to be too generous towards others who have a valid viewpoint that has not been given a proper airing
 - c) I have a tendency to talk too much once the group gets on to new ideas
 - d) My objective outlook makes it difficult for me to join in readily and enthusiastically with colleagues
 - e) I am sometimes seen as forceful and authoritarian if there is a need to get something done
 - f) I find it difficult to lead from the front, perhaps because I am over-responsive to group atmosphere
 - g) I am apt to get too caught up in ideas that occur to me and so lose track of what is happening
 - h) My colleagues tend to see me as worrying unnecessarily over detail and the possibility that things may go wrong

- 3 When involved in a project with other people:
 - a) I have an aptitude for influencing people without pressurising them
 - b) My general vigilance prevents careless mistakes and omissions being made
 - c) I am ready to press for action to make sure that the meeting does not waste time or lose sight of the main objective
 - d) I can be counted on to contribute something original
 - e) I am always ready to back a good suggestion in the common interest
 - f) I am keen to look for the latest in new ideas and developments
 - g) I believe my capacity for judgement can help to bring about the right decisions
 - h) I can be relied upon to see that all essential work is organised

- 4 My characteristic approach to group work is that:
 - a) I have a quiet interest in getting to know colleagues better
 - b) I am not reluctant to challenge the views of others or to hold a minority view myself
 - c) I can usually find a line of argument to refute unsound propositions
 - d) I think I have a talent for making things work once a plan has to be put into operation
 - e) I have a tendency to avoid the obvious and come out with the unexpected
 - f) I bring a touch of perfectionism to any job I undertake
 - g) I am ready to make use of contacts outside the group itself
 - h) While I am interested in all views I have no hesitation in making up my mind once a decision has to be made

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- 5 I gain satisfaction in a job because:
- a) I enjoy analysing situations and weighing up all the possible choices
 - b) I am interested in finding practical solutions to problems
 - c) I like to feel I am fostering good working relationships
 - d) I can have a strong influence on decisions
 - e) I can meet people who may have something new to offer
 - f) I can get people to agree on a necessary course of action
 - g) I feel in my element where I can give a task my full attention
 - h) I like to find a field that stretches my imagination
- 6 If I am suddenly given a difficult task with limited time and unfamiliar people:
- a) I would feel like retiring to a corner to devise a way out of the impasse before developing a line
 - b) I would be ready to work with the person who showed the most positive approach
 - c) I would find some way of reducing the size of the task by establishing what different individuals might best contribute
 - d) My natural sense of urgency would help to ensure that we did not fall behind schedule
 - e) I believe I would keep cool and maintain my capacity to think straight
 - f) I would retain a steadiness of purpose in spite of the pressures
 - g) I would be prepared to take a positive lead if I felt the group was making no progress
 - h) I would open up discussions with a view to stimulating new thoughts and getting something moving
- 7 With reference to the problems to which I am subject in working in groups:
- a) I am apt to show my impatience with those who are obstructing progress
 - b) Others may criticize me for being too analytical and insufficiently intuitive
 - c) My desire to ensure that work is properly done can hold up proceedings
 - d) I tend to get bored rather easily and rely on one or two stimulating members to spark me off
 - e) I find it difficult to get started unless the goals are clear
 - f) I am sometimes poor at explaining and clarifying complex points that occur to me
 - g) I am conscious of demanding from others the things I cannot do myself
 - h) I hesitate to get my points across when I run up against real opposition

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DIRECTIONS FOR SCORING

For each section distribute a total of ten points among the statements that you think best describe your behaviour. These points may be distributed among as many statements as you like: in extreme cases they might be spread among all the statements, or ten points may be given to a single statement. Enter the points in the table below:

Points Table

Section	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	TOTAL
1									10
2									10
3									10
4									10
5									10
6									10
7									10

Transpose the scores taken from the points table above, entering them section by section in the table below. Then add up the points in each column to give a total team-role distribution score.

Analysis sheet

Section	IM	CO	SH	PL/I	RI	ME	TW	CF
1	g	d	f	c	a	h	b	e
2	a	b	e	g	c	d	f	h
3	h	a	c	d	f	g	e	b
4	d	h	b	e	g	c	a	f
5	b	f	d	h	e	a	c	g
6	f	c	g	a	h	e	b	d
7	e	g	a	f	d	b	h	c
TOTAL								

The highest score on team role will indicate how best you can make your mark in a management or project team. The next highest scores can denote back-up team roles towards which you should shift if for some reason there is less group need for your primary team role.

The two lowest scores in team role imply possible areas of weakness. But rather than attempting to reform in this area you may be better advised to seek a colleague with complementary strengths

KEY

IM = Implementer

PL = Plant/Innovator

TW = Team worker

CO = Co-ordinator

RI = Resource Investigator

CF = Completer Finisher

SH = Shaper

ME = Monitor-Evaluator

REFERENCES

Belbin, M (2003) *Management Teams: Why They Succeed or Fail*, Heinemann, Oxford

Everard, K, B and Morris, G (3rd edn 1996) *Effective School Management*, Paul Chapman Publishing, London