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**CREATING A TEAM OF ONE – WHAT ARE YOUR NATURAL TEAM ROLES?**

Inspired by Belbin’s team roles this short quiz helps you determine what kind of roles you are likely to play in a team. Ideally you would want all of the roles to be present in a team – but if you are working by yourself or in a small team, you may need to learn some new skills or identify other people that can support you and help you manage your “blind spots”.

**STEP ONE :**

From the following list, identify only 8 words that describe you best or which “appeal” to you.

Assessment	Detailed	Influential	Original
Balanced	Direction	Insightful	Possibilities
Clarity	Disciplined	Innovative	Practical
Closure	Drive	Inquisitive	Process orientation
Collaborative	Exploratory	Logical	Realist
Confident	Extrovert	Modest	Relationships
Connected	Flexible	Objective	Resourceful
Co-ordination	Imaginative	Operational	Respected
Creative	Impact	Optimisation	Risk-averse
Delivery	Independent	Ordered	Supportive

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**STEP TWO** : Look at the grid of team roles and circle the words you have chosen to see which team roles your chosen words are representative of

<b>CHAIRMAN</b>	<b>SHAPER</b>	<b>PLANT</b>	<b>MONITOR/EVALUATOR</b>
Direction Co-ordination Optimisation Balanced respected	Drive Confident Impact Clarity Influential	Creative Possibilities Original Innovative Imaginative	Logical Insightful Independent Objective assessment
<b>IMPLEMENTER</b>	<b>TEAM WORKER</b>	<b>RESOURCE INVESTIGATOR</b>	<b>COMPLETER-FINISHER</b>
Practical Delivery Operational Process orientation Realist	Collaborative Relationships Flexible Supportive Modest	Resourceful Extrovert Exploratory Connected Inquisitive	Detailed Ordered Risk-averse Disciplined Closure

So what are the strengths these team roles when you are running your own business, what are your potential blind spots and so what kind of person should you be seeking to partner with to help build the strength of your team ?

<b>CHAIRMAN</b>	STRENGTHS : bringing the right people together to make things happen
	BLIND SPOTS : "out of the box" thinking
	USEFUL PARTNER : <b>plant</b> to provide some creativity
<b>SHAPER</b>	STRENGTHS : whipping a project into action
	BLIND SPOTS : one size doesn't fit all
	USEFUL PARTNER : <b>team worker</b> to understand the impact they have on people
<b>PLANT</b>	STRENGTHS : innovation
	BLIND SPOTS : practicality of ideas
	USEFUL PARTNER : <b>implementer</b> , to provide common sense and help turn ideas into reality
<b>MONITOR / EVALUATOR</b>	STRENGTHS : considering what could go wrong
	BLIND SPOTS : seeing the positive
	USEFUL PARTNER : <b>chairman</b> to give a more balanced view or the <b>resource/investigator</b> to get some positive energy
<b>IMPLEMENTER</b>	STRENGTHS : making things happen
	BLIND SPOTS : may disregard good ideas if they are "unproven"
	USEFUL PARTNER : <b>plants</b> to convey the enthusiasm behind novel ideas or <b>monitor-evaluators</b> to help objectively review ideas
<b>TEAM WORKER</b>	STRENGTHS : supporting and listening to others
	BLIND SPOTS : can get bogged down trying to reach consensus
	USEFUL PARTNER : the <b>chairman</b> who they trust to make a fair decision
<b>RESOURCE / INVESTIGATOR</b>	STRENGTHS : networks and connections to find new opportunities
	BLIND SPOTS: likely to lose interest once something is "up and running"
	USEFUL PARTNER : <b>monitor-evaluator</b> to help filter all the opportunities into those which will fly or the <b>completer-finisher</b> to carry things out that have been started
<b>COMPLETER - FINISHER</b>	STRENGTHS : attention to detail
	BLIND SPOTS : the bigger picture
	USEFUL PARTNER : <b>resource investigator</b> to see the external perspective

**Focusing you for success!**

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