

Belbin's Team Roles now available for Young People

Many adults will be aware of Belbin® Team Roles, in which completing a short questionnaire leads to discovering preferred behaviours when working in a team. Descriptions such as *Completer Finisher*, *Shaper* and *Teamworker* may be familiar, but these are only three of the nine roles that Dr Meredith Belbin has identified as characteristics needed by teams if they are to be effective and successful.

Now, this methodology has been adapted to apply to young people (aged 16 to 25), under arrangements named GetSet™. The purpose behind this is to enable young people to gain a greater understanding of themselves, both in terms of their preferred behaviours when part of a team and in their everyday interactions with other people.

This is not psychometric testing because the Team Roles are not personality traits. They are behavioural preferences and, therefore, give a very practical and useful understanding of how to maximise *observable* strengths and work around weaknesses.

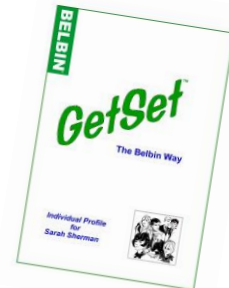
For example, young people who are predominantly *Shapers* normally display high energy and impatience. They tend to have extrovert qualities, considerable drive and they like to win. In some ways *Shapers* are obvious leaders, but their high levels of assertiveness can make them unpopular. They thrive under pressure and like having things done their way, hence the name '*Shaper*'. They don't mind upsetting people, as long as the task gets done and they can be determined, argumentative and combative. A team containing two or more *Shapers* can expect conflict as the individuals battle to have things done their way.

This description is, of course, an explanation of just one of Belbin's Team Roles and armed with knowledge of this kind for all their behavioural preferences, young people can have a good understanding of themselves and the impact they are likely to have on others around them.

Possession of a 6 page personal Team Roles GetSet™ report enables young people to know more about themselves, understand why they act in certain ways and consider the sorts of colleagues with whom they are likely to gel best. Such understanding can be of immense use for the purpose of career planning and personal development, when working in a team (especially if all team members have a personal Team Roles report) and at interviews when applying for jobs or places at college and university.

Further information is available from Chris Cordery at Aurora TDS (01733 764179).

Belbin® Team Roles and GetSet™ are the intellectual property of Belbin Associates.



Aurora TDS Ltd is licensed by Belbin Associates to work with the Team Roles methodology

