

MODIFIED BELBIN GROUP ROLE QUESTIONNAIRE

Name:

For each of the seven questions that follow, you will distribute a total of 11 points among the 9 choices given to you. You do not need to give points to every statement just the ones you agree with relate to you best.

You must be honest.

*** There is no such thing as a wrong answer on this questionnaire! ***

I. 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)	I can produce ideas with ease. Producing ideas is one of my natural assets.
d)	I am able to draw people out whenever I see they have something to contribute to the group.
e)	My ability to finish things has much to do with my personal effectiveness.
f)	I have an intuitive sense of what the group and its members are feeling.
g)	I am quick to sense what is likely to work in a situation with which I am familiar.
h)	I can offer reasoned case for different courses of action without introducing bias or prejudice.
i)	I am prepared for temporary unpopularity if it leads to worthwhile results in the end.

II. IF I HAVE A WEAKNESS IN TEAM WORK, IT WOULD BE THAT

a)	I am not at ease unless meetings are well structured and controlled and generally well conducted
b)	I tend to be too generous towards others who have a valid view that has not been discussed.
c)	I tend to talk a lot once the group gets on to new ideas.
d)	My rational outlook makes it difficult for me to join in readily and enthusiastically with colleagues.
e)	I get too caught up in emotions, both my own and those of others in the group.
f)	I find it difficult to lead from the front, perhaps because I am too responsive to group atmosphere.
g)	I tend to get too caught up with ideas that occur to me and so I 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.
i)	I am sometimes seen as forceful and dominant if there is a need to get something done.

III. WHEN I AM INVOLVED IN A PROJECT WITH OTHER PEOPLE

a)	I am good at influencing people without pressuring them.
b)	My general attention prevents careless mistakes and omissions being made.
c)	I am ready to press for action to make sure that a meeting does not waste time or lose sight of the main objectives.
d)	I usually contribute something original.
e)	I am someone who can be counted on to provide emotional support, particularly if someone is upset or frozen out by the group.
f)	I am keen to look for the latest in new ideas and development.
g)	I believe my cool judgment is appreciated by others.
h)	I can be relied upon to see that all essential work is organized.
i)	I am always ready to support a good suggestion for the group.

IV. MY CHARACTERISTIC APPROACH TO GROUP WORK IS THAT

a)	I get people excited about ideas and I relate to other people's excitement or other feelings.
b)	I am happy to challenge the views of others or to hold a minority view myself.
c)	I can usually find an argument to defeat unsound suggestions.
d)	I think I am good at making things work once a plan is ready to be put into operation.
e)	I tend to avoid the obvious and to come out with the unexpected.
f)	I bring a touch of perfectionism to any team job I undertake.
g)	I am ready to make use of contacts outside the group itself.
h)	I am interested in all views but I do not hesitate to make up my mind once a decision must be made.
i)	I have a quiet interest in getting to know colleagues better.

V. I GAIN SATISFACTION IN A JOB BECAUSE

a)	I enjoy analyzing situations and considering all the choices.
b)	I am interested in finding practical solutions to problems.
c)	I like to feel I am encouraging good working relationships.
d)	I enjoy connecting with the emotional pulse of the group and intuitively knowing what to do.
e)	I have the potential to 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 at my best when I can give a task my full attention.
h)	I like to find things that stretch my imagination.
i)	I have a strong influence on decisions.

VI. IF I AM SUDDENLY GIVEN A DIFFICULT TASK WITH LIMITED TIME AND UNFAMILIAR PEOPLE:

a)	I prefer to work alone to find a solution before explaining to the others.
b)	I would be ready to work with the person who showed the most positive approach, however difficult he might be.
c)	I would find some way of simplifying the task by finding out what different individuals might contribute.
d)	My natural sense of urgency would help to ensure that we did not fall behind schedule.
e)	I believe I would keep calm and think clearly.
f)	I would keep to the purpose despite 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 discussions to stimulate new thoughts and get things moving.
i)	I would rely on my gut feel and my people sense to know what to do.

VII. WITH REFERENCE TO THE PROBLEMS TO WHICH I AM SUBJECT TO WORKING IN GROUPS:

a)	I tend to be impatient with those who are obstructing progress.
b)	I rely too much on intuition and emotion and don't relate to people who are cold.
c)	My wish to ensure that work is properly done can slow things down.
d)	I tend to get bored easily and rely on one or two stimulating members to interest me.
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 aware of demanding from others things I cannot do myself.
h)	I hesitate to get my points across when I run up against strong opposition.
i)	Others may criticize me for being too analytical and not intuitive.

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MODIFIED BELBIN GROUP ROLE QUESTIONNAIRE SCORE SHEET

INSTRUCTIONS: In order to secure an accurate assessment of your strengths, please take the necessary time to carefully score yourself on this sheet. The scoring involves taking your numbers from each of the Group role questions and inserting them in the right 'slot' below.

Begin with question I on the first page of the questionnaire. The numbers you recorded for question I should be placed to the right of the appropriate letter on the first row (labeled 'I,II,III' etc. on the left.)

If you total up your scores across the bottom it should equal '77'. Please don't worry about the headings-- they will be fully explained to you and each of them represents a strength!!

	Implementor	Co-ordinator	Shaper	Plant	Resource Investigator	Monitor Evaluator	Team worker	Completer Finisher	Specialist	
I	g	d	i	c	a	h	b	e	f	=11
II	a	b	i	g	c	d	f	h	e	=11
III	h	a	c	d	f	g	i	b	e	=11
IV	d	h	b	e	g	c	i	f	a	=11
V	b	f	i	h	e	a	c	g	d	=11
VI	f	c	g	a	h	e	b	d	i	=11
VII	e	g	a	f	d	i	h	c	b	=11
Total										=77