



The start of self-development, team-work and a successful career Using GET SET with University and School Students

What is GET SET?

GET SET is the adaptation of Belbin's Team Roles specifically tailored to help young people make the change from formal education to the world of work.

GET SET doesn't rule any career paths in or out. Instead, it equips students with awareness of their behavioural strengths and advice on how to best use these within team and work settings to maximise their potential. This knowledge enables them to make their own informed choices about what sort of work will suit them best.

It also provides them with key advice on how to present at interviews so that they can show their strengths with confidence.

Who is GET SET suitable for?

GET SET can assist anyone between the ages of 14 and 23. Because it does not rely on any experience in the workplace, it is suitable for school or university students, as well as graduates looking for a first job.

What does it give Students?

Using a self and peer assessment tool, young people can now discover their preferred ways of working in a team.

This provides them with:

- *Self-awareness*
- *How to best contribute to a team*
- *How to present self positively in interviews & course / job applications*
- *An introduction to the needs of work*

Students receive a profile that shows which of 9 team roles are their strongest. It also gives them advice on how they should show these strengths and what to say to sell themselves in interviews and on paper.

GET SET can also be used to contribute to the achievement of relevant NCEA standards or other assessments.

**“The important thing is to know yourself.
After that, everything is quite straightforward.”**

- R.M. Belbin

How does it work?

In the first instance, individuals complete an online questionnaire which asks them to consider their responses to different situations they are likely to have encountered. There are no right and wrong answers. They then invite up to 6 of their peers, family, teachers, coaches etc. to add an observer assessment. This is a brief online questionnaire completed by ticking relevant adjectives about the student.

Both the student's own questionnaire and the observer responses feed into the final profile providing the student with an accurate 360° view of preferred team behaviour. The observers play a particularly important role here as young people often do not have a clear or accurate view of who they are and how they behave.

Belbin Team Roles

GET SET is based on the original **BELBIN® Team Roles** profile. The Team Roles are 9 sorts of behaviour which a team needs. They were identified by Meredith Belbin when he set out to discover why some teams succeed and some teams fail. In which he found that a balanced team with all of the roles present can achieve much better results than one with only some of them. **BELBIN** Team Role theory is now used in many thousands of organisations across the world.

The team roles give students and those in the world of work alike a language to talk about their strengths and weaknesses. This language is immensely valuable because it illustrates abilities without depending on qualifications. It also helps students realise that, whichever of the team roles they display, they can be useful as long as they use them well.

For more information on Belbin GET SET and possible applications contact Leadership Solutions:
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