



# A start to self-development, teamwork and a successful career



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- ✓ A self awareness tool for early career moves, the classroom, training programmes
- ✓ Helping them discover their strengths and find out where they fit in



Get Set is a cost effective tool for helping young people identify their own styles – how they like to interact and work with others in training, education and early career situations.

### ***By assembling Team Roles profiles GetSet helps young people:***

- Understand and develop their sense of identity
- Identify and manage their strengths and weaknesses in group situations
- Make well informed “next step” study and career decisions
- Project themselves in the best possible way in interviews, in their CVs and at work.
- Make them more effective team players - vital in the 21st century workplace

Further, the Belbin Team Roles titles used in the profiles give both career starters and those in the world of work a language to talk about their strengths and weaknesses. This language is invaluable because it illustrates abilities without depending on qualifications.

### ***GetSet Outcomes***

The GetSet outcomes help young people build their self awareness by adding to the common focus on “what you know” with answers to the more thought-provoking questions of “who you are” and “what you can contribute”. And unlike advisory systems that work on determining suitable careers or jobs, GetSet seeks to bring out the potential strengths of each individual and relate these to the various challenges that lie beyond the world of education. Inside training and education programmes the Team Roles knowledge GetSet generates is useful in putting together effective project teams and study groups.

### ***How does it work?***

To assemble a profile individuals first complete an online questionnaire. This asks them to record their responses to different situations they are likely to have encountered. They then ask up to six people who know them well - family members, friends, teachers, colleagues - to add observer assessments.

The observer inputs are what set GetSet apart from other assessment tools. These “external” inputs can be of particular value to young people who may not yet have an accurate view of who they are, how they behave and what they have to contribute to work and other interaction situations.

It is an easy to manage online system that generates a unique profile for each person. This comes in a workbook format that also gives guidance and suggests development steps based on the young person’s profile

Here's a route map of the Belbin process for you to follow, from start to finish.

### 1. E-mail start up



Your course leader will get things moving by requesting that you assemble your GetSet Team Roles profile and then providing the input guide and login to start the process..

### 2. Complete the questionnaire online



The questionnaire takes around 20 minutes to complete and asks you to answer questions on how you typically behave in team and group situations.

### 3. Request Observers



Upon completion of the questionnaire, you will be asked to invite a minimum of 4 and better up to 6 friends who know you well to complete a quick 5-minute questionnaire about you. This is an integral part of the Belbin process and is included in the cost of the profile.

### 4. Receive the report



When complete your profile will be e-mailed directly to you. The report comes in a workbook format, giving detailed personal guidance and advice based on your Team Role behaviours.

### 5. Complete the workbook



The workbook will guide you through the report, helping you reflect on the information contained within it - and compile a personal statement at the end.

### 6. Share roles and find out more



Once you know your preferred Team Roles, you can share your results with class colleagues, contribute to a study group Team Wheel and, if it appeals, share your Team Roles profile on social media

## **Profiling system and reports**

GetSet's profiling system and reports are built on the well known Belbin Team Roles model - developed through ground breaking research in the 1970s and now fully internet based. Today the model's corporate application is widely used in commercial, public service and not for profit organisations right around the world. It is renowned for its focus on behaviour rather than just personality, its clever use of observer inputs to produce a reliable reading of this behaviour and its plain language descriptions that make discussion of individuals' performance straight forward.