

How to understand your Belbin GetSet Team Role report

Belbin GetSet reports are designed to help people understand strengths and what they might have to offer at work or in a team. Each Belbin Team Role represents a distinct behavioural style contribution. Understanding these contributions – and playing to their strengths – helps people work more effectively.

The report is set in a workbook with key points and questions designed to provoke reflection and increase self-understanding. This exercise guides you through the pages of the workbook step-by-step, enabling you to understand your GetSet report with confidence.

How you see yourself

The first two pages of the report present the results of the your GetSet Self-Perception Inventory (SPI) – the 15-20 minute questionnaire you answered about your own Team Role preferences.

Each graph in the report shows your score for each Team Role in terms of percentiles – your propensity towards that role, in relation to the rest of the population who have completed the GetSet SPI.

It's important not to become preoccupied with the numbers, but to focus on the top Team Roles (on the left), the least preferred role (on the right, this may have a score of zero) and the overall shape of the graph.

Do you show a strong propensity towards one or two roles (a graph with steep steps down)? In this case, you're likely to have clear preferences for certain behaviours and ways of working. This is likely to give you a clear lead on the sort of approach they like to take, and how to present their strengths to others. However, it's also worth noting that versatility is a useful attribute – it's important to be able to adopt different roles when the circumstances demand.

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If your contributions quite evenly-spread (a flat graph), this might mean you're an all-rounder. Do you enjoy trying out different ways of doing things? On the other hand, a flat graph can indicate that no clear preferences emerged from your responses. Have a think about your experiences in completing the questionnaire. Did you feel unsure about how to respond and so filled it in not entirely accurately?

On the following page, the “What does this mean?” section relates to the top two Team Roles. Using this and the general descriptions on the “Team Role Summary” page, reflect on your strengths in the box entitled “How do you think you can best show your strengths?”. Can you identify yourself from the picture that emerges? Which activities and areas of work enable you to show your strengths? How does it feel when you're playing to those strengths?

Playing to our strengths results in positive reinforcement: more engagement in the task, greater accomplishment and greater recognition.

If you feel that the graph and statements do not reflect your styles adequately, it's important to discuss with someone close to why this might be.

Are there clear preferences? If not, ask yourself, did you find the questionnaire difficult to complete or were you anxious about the results? Did your mood affect your responses, or were you thinking about your behaviour in one particular situation, rather than in general?

How others see you

These two pages represent the views of those that you asked to complete peer feedback, or Belbin “Observer Assessments”.

Again, it’s more important to look at overall similarities and differences, rather than focus on scores or positions on the graph.

Are there any surprises? It’s important to note that the Team Roles shown here might be different to those you identified. It’s much more common to see these differences amongst young people rather than in a professional context, since young people have less experience of teamworking (especially in a professional context) and are more likely to try out different working styles early on in their career.

Tip: Appendix 1 at the back of the report gives a breakdown of your Observer responses, so you can see whether Observers were broadly in agreement or not.

Looking at Appendix 2 in conjunction with the box “What do they all agree on?”, build up a picture of how you are projecting yourself to others? Is this a view you wish to project? If so, how can you build on your strengths to project them even more clearly? If not, can you identify reasons why others might not see the same strengths you see in yourself?

If Observers agreed, sometimes others can see strengths that we ourselves cannot. Can you think of times when you might have observed these behaviours?

If Observers didn’t agree, it’s worth exploring:

- Were the Observers were all from the same context? We recommend asking friends, rather than teachers or parents, for a more coherent result.
- Do you feel you're able to adapt behaviour relatively easily?
- Do you like trying out different behavioural styles and ways of doing things?

The complete picture

These two pages of the report combine the Team Role views of you and their Observers. The combination isn't a straightforward average of the two – we analyse all the responses carefully and apply weightings, checks and balances to ensure the most accurate and meaningful results.

If the complete picture corresponds strongly with your own view:

- Discuss the ways in which you are able to project your strengths and how effective these methods are.
- Look at the roles in the middle of the graph. Are any of these behaviours ones that you would like to try out? Can you think of an opportunity to do that, when working in a team?

If you have any questions about any of the above, or if you'd just like to have a chat about how GetSet can help give us a call on +64 021 842 893 or email candice@belbin.co.nz .