

ROLES IN A PROJECT GROUP

- HOW CAN YOU CREATE A MORE HOMOGENEOUS PROJECT GROUP?

Look at Belbin's 9 team roles. Do you, as a group, cover all roles? If not, it is a good idea to discuss, how you can improve your group. For example, if your group lacks a teamworker, one group member can develop this side of themselves, or the group can organise in such a way, that the teamworker function is included.

DESCRIPTION OF THE ROLE AND THE CONTRIBUTION TO THE TEAMWORK	TEAM ROLE	ALLOWABLE WEAKNESSES THAT COME WITH THE ROLE
Gifted, creative, and imaginative. Sees challenging issues from new perspectives.	Plant	May struggle to communicate with others. Forgetful and not inclined to practical matters. Sensitive to criticism.
Outgoing, enthusiastic, curious, and communicative. Explores possibilities. Establishes connections.	Resource Investigator	Fleeting. Easily loses interest once the initial enthusiasm fades. Talks a lot.
Mature, confident, and trustworthy. Can prioritise. Clarifies goals and makes decisions. Recognises others' talents.	Coordinator	May be manipulate and offload their share of the work. Not necessarily the most knowledgeable in the team.
Challenging, dynamic and thrives on pressure. Has the drive and courage to overcome obstacles.	Shaper	May have a fiery temperament. Is impatient, assertive, and stubborn. Can appear provocative.
Analytical, sober, and objective. Precise judgment. Considers all rational aspects of a matter.	Monitor Evaluator	Is often perceived as very direct, critical, and skeptical. Somewhat slow and not very inspiring to others.
Socially oriented, outgoing, and keenly observant. Sensitive, diplomatic, and flexible. A good listener. Avoids friction and creates a positive atmosphere.	Teamworker	Can be indecisive and uncertain in crucial situations. May be oversensitive.
Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done.	Implementer	Somewhat inflexible. Reacts slowly to new opportunities and is slow at adapting.
Conscientious and meticulous. Looks for errors and oversights. Perfectionistic, persistent, and precise.	Complete Finisher	May have a tendency to worry unnecessarily. Overly conscientious and afraid of making mistakes. Reluctant to delegate.
Contributes with specialized knowledge and technical skills. Strong professional commitment and confidence. Highly focused on goals and tasks.	Specialist	Tends to isolate oneself and be uninterested in other people. Guards their territory and contributes narrowly within that.

