



ASSESSMENT RESULTS IN RANK ORDER

Name Sonny Sigma
Organisation
Department

Assessment by

Team Roles in Rank Order

1 2 3 4 5 6 7 8 9

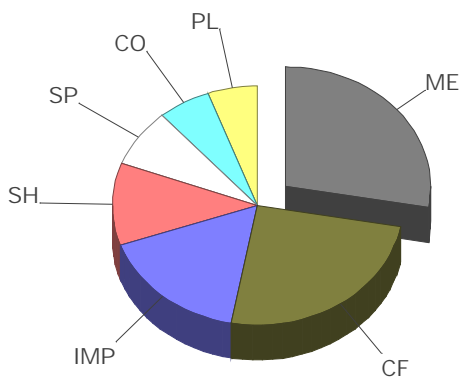
Self-Perception	ME	CF	IMP	SH	SP	CO	PL	RI	TW
Observer #1	ME	CF	PL	IMP	CO	SP	TW	RI	SH
Observer #2	CF	IMP	PL	ME	CO	SP	SH	TW	RI
Observer #3	CF	ME	CO	SP	IMP	PL	TW	SH	RI
Observer #4	CF	PL	TW	SP	CO	ME	SH	IMP	RI
OVERALL RANKING	CF	ME	PL	IMP	SP	CO	SH	TW	RI

BELBIN

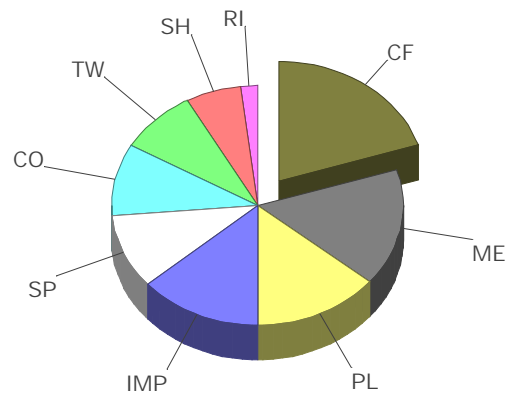
Pie Chart of SPI versus Observer Data

Name Sonny Sigma
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Self-Perception



Observers












The following are the relative sizes of each slice of the pies, expressed as a percentage of the total:

		Self-Perception	Observers
PL	Plant	5.6	14.0
RI	Resource Investigator	0.0	1.8
CO	Co-ordinator	5.8	9.8
SH	Shaper	11.1	6.1
ME	Monitor Evaluator	27.9	15.8
TW	Teamworker	0.0	8.7
IMP	Implementer	16.7	13.6
CF	Completer Finisher	25.1	20.1
SP	Specialist	7.8	10.0

SELF-PERCEPTION TEAM ROLE PROFILE

Name **Sonny Sigma**
 Organisation
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BELBIN	Least Preferred Roles			Manageable Roles				Preferred Roles				Roles and Descriptions		
	0	10	20	30	40	50	60	70	80	90	100	Team-Role Contribution	Allowable Weaknesses	
	PL	.	.	X	 Plant Creative, imaginative, unorthodox. Solves difficult problems.	Ignores incidentals. Too pre-occupied with own thoughts to communicate effectively.
RI	X	.	.	.	.	.	.	.	.	.	.	Resource Investigator Extrovert, enthusiastic, communicative. Explores opportunities. Develops contacts.	Over-optimistic. Can lose interest once initial enthusiasm has passed.
CO	.	.	X	.	.	.	.	.	.	.	.	Co-ordinator Mature, confident. Clarifies goals. Brings other people together to promote team discussions.	Can be seen as manipulative. Offloads personal work.
SH	.	.	.	.	X	.	.	.	.	.	.	Shaper Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.	Prone to provocation. Liable to offend others.
ME	.	.	.	.	.	.	.	.	.	.	X	 Monitor Evaluator Serious minded, strategic and discerning. Sees all options. Judges accurately.	Can lack drive and ability to inspire others.
TW	X	.	.	.	.	.	.	.	.	.	.	Teamworker Co-operative, mild, perceptive and diplomatic. Listens, builds, averts friction.	Indecisive in crunch situations.
IMP	.	.	.	.	.	.	X	.	.	.	.	Implementer Disciplined, reliable, conservative in habits. A capacity for taking practical steps and actions.	Somewhat inflexible. Slow to respond to new possibilities.
CF	.	.	.	.	.	.	.	.	.	X	.	 Completer Finisher Painstaking, conscientious, anxious. Searches out errors and omissions. Delivers on time.	Inclined to worry unduly. Reluctant to let others into own job.
SP	.	.	.	X	 Specialist Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.	Contributes on only a limited front. Dwells on specialised personal interests.	

BAR GRAPH OF OBSERVER WORDS

Name Sonny Sigma
 Organisation
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BELBIN			Roles and Descriptions		
	Negative	Positive		Team-Role Contribution	Allowable Weaknesses
PL				Plant Creative, imaginative, unorthodox. Solves difficult problems.	Ignores incidentals. Too pre-occupied with own thoughts to communicate effectively.
RI				Resource Investigator Extrovert, enthusiastic, communicative. Explores opportunities. Develops contacts.	Over-optimistic. Can lose interest once initial enthusiasm has passed.
CO				Co-ordinator Mature, confident. Clarifies goals. Brings other people together to promote team discussions.	Can be seen as manipulative. Offloads personal work.
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BELBIN

COUNSELLING REPORT

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Please note that this report is based on the complete profile.

Your outstanding qualities of careful and accurate analysis and impartial judgement result in a capacity for well-thought-out plans and decisions. It is important, however, that you should work in an environment where you are unhurried and unpressurized; in other words where the goals are long-term rather than short-term and where quality of output is a major consideration. You are well placed to spot and stop silly mistakes that may be made by others. An alternative role is one where your work-brief allows you to see a project through from start to finish. You set your own standards, so you need time to ensure that these are met.

The price that has to be paid for these assets is that you may not relate well to executives or bosses who are impatient and strongly action-oriented. You would do better reporting to a boss who is strategically-minded, who values advice and appreciates follow-through.

In dealing with peers and subordinates you may find some advantage in projecting your line and values more positively than you have in the past. Use phrases like: "It is better to make the right decision slowly than the wrong decision quickly;" "I believe in reading the small print;" and "Given all the options, I think this is the best decision."

Your management style should be that of an adviser who is unlikely to make mistakes.

Your own perception of your top team role is supported by the views of others.

On a final note, you need to take account of the role for which you are least suited. You do not appear to have the characteristics of someone who develops and can exploit useful contacts outside the organisation. If you can work in harmony with someone who has these complementary qualities, your own performance is likely to improve.

BELBIN**MOST HIGHLY RATED OBSERVER RESPONSES**

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This list shows words from Observers Assessments and their scores in descending order of popularity.

good at follow through	7	tough	0
perfectionist	6	opportunistic	0
disciplined	6	shrewd	0
analytical	6	hard driving	0
accurate	6	impartial	0
inflexible	5	easily bored	0
sceptical	5	erratic	0
logical	5	forgetful	0
well organised	5	frightened of failure	0
calm & confident	5	insular	0
clever	5	manipulative	0
imaginative	4	over-sensitive	0
single-minded	4	provocative	0
reluctant to delegate	4	territorial	0
persistent	4	unorthodox	0
practical	4	inquisitive	0
conscious of priorities	4	encouraging of others	0
co-operative	4	self-reliant	0
critical	4	outgoing	0
knowledgeable	4	realistic	0
challenging	3	efficient	0
outspoken	3	fearful of conflict	0
technically skilful	3	fussy	0
observant	3	impulsive	0
caring	3	laid back	0
professionally dedicated	3	persuasive	0
enterprising	2	resistant to change	0
broad in outlook	2	up-in-the-clouds	0
diplomatic	2	competitive	0
consultative	2	loyal	0
adaptable	1	aggressive	0
empire building	1	not interested in others	0
impatient	1	slow-moving	0
original	0	unadventurous	0
innovative	0	conscientious	0
creative	0	indecisive	0