Other FAQ's on the Belbin Methodology

FAQ's about the Belbin Work Role model

Q What exactly is a Work Role?
A A Work Role is defined as the mix of tasks and responsibilities undertaken by individuals or within a team. It utilises a colour classification system to clearly differentiate between four categories of work.

Q Where can I find out more about Belbin Work Roles?
A I shall be pleased to send you a summary explanation of the model if you email me at barrie.watson@cert-uk.info. For a full explanation of the development and features of the model I suggest you read *Changing the Way We Work* by Dr Meredith Belbin. (Published by Butterworth Heinemann)

Q The use of colours appears to be a bit of a gimmick to me. Is this really necessary?
A The use of colours serves as a form of shorthand to differentiate between the four categories of work. Once learnt, ambiguities and misunderstandings are avoided, just as with traffic lights.

Q If I give clear instructions I can't see the need to use fancy classifications. Am I missing something?
A The four classifications and the colour coding exists for the very purpose of helping ensure clarity. They also serve as an aide-memoir to prompt managers to decide under which of the four classifications work is being assigned. This is extremely useful in itself because many managers predominantly use one category only for assigning work, and thus, fail to unleash the full potential and motivation of their subordinates.

Q How can use the Work Role model to improve my effectiveness as a manager?
A Assigning and delegating work to others is one of the key functions of managers. The Work Role model will enhance efficacy of this by providing clear understanding between managers and each jobholders of what is expected.

Q Would my organisation benefit from using the Work Role model?
A Almost certainly, as many organisations fail to ensure people know precisely what is expected of them. If you have any doubts about whether people are clear about what is expected of them I suggest you find out more about the Work Role model by using the form provided via the *Contact Us* link on the navigation bar or email me at barrie.watson@cert-uk.info.

Other Belbin FAQ's

Active Learning Exercises for use with the Belbin Methodology

Q Are there any games or exercises that are helpful in providing active learning for the Belbin Team Role model?
A Yes, Belbin Associates has produced two exercises specially designed to provide active experience in applying the Team Role model. The exercises are called Contribute and Co-operate. I have also designed an exercise to help build productive working relationships. It is called the Team Role Alignment Exercise. For details please contact me.

GetSet Young Persons Behavioural Assessment

Q I understand there is a special Belbin Self Perception Inventory for young people, where can I find out more about it?
A There is a special young person's version of the Belbin Self Perception Inventory. This part of the GetSet system which also integrates an Observer Assessment facility and has the means of providing a comprehensive range of advisory reports. The Getset assessments and reports use a different terminology that is more user friendly to young people. It is particularly useful for those who have not yet gained any work experience. For more information contact elizabethann.watson@cert-uk.info or use the form available via the *Contact Us* link on the navigation bar.

For more information or to raise issues you wish to discuss or clarify please use the *Contact Us* navigation link on the CERT website.

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