

BELBIN TEST



All participants, individual work + plenary discussion with reflection



60 min (40+20)

Second trainer distribute **HO-4** to participants. Lead trainer give instruction to participants to fill the boxes at the end of 9 statements in all 7 parts of the questionnaire form:

*"You have **10 points** to distribute amongst the statements on the left, depending on how much you agree with each of them. Statements you disagree with or are indifferent to will be awarded zero points. You may not give negative points to any statement, nor are you allowed to award fewer than ten points in total. You may distribute points as you wish. At the end, transfer the points into table at handout last page and calculate the total sum of awarded points for each question."*



Give them 40 minutes to complete the form and calculate the sums. When the time is over open ppt-7 and show which question refers to which team role.

Give participants couple of minutes to think about their test result and then start discussion with **GROUP REFLECTION (Ins-9)**.

The lead trainer comments on the group results obtained from the test in the following way:

1. *Do everyone agree with their results?*
2. *Is there anyone who is surprised?*
3. *Will this knowledge help you and how in the future work in teams? Etc.*

The lead trainer should state that each team role has its positives and negatives and that in continuation of the reflection we will be looking into these.

M2 Instruction 19



Test to discover what team role participants best fit.



HO-4, one copy per participant



ppt-7
