

TEAMWORK

INTRODUCTORY

**IDENTIFICATION OF ROLES
WITHIN TEAMWORK**



SKILL ADDRESSED:

Teamwork

LEVEL OF CHALLENGE:

Introductory

TITLE OF ACTIVITY:

Identification of roles within teamwork



INTRODUCTION TO THE SKILL

Teamwork is a very important skill in all areas of life, but especially in the workplace! Learning how to work in a team is important, and can help to support other areas of our working lives. The majority of teams are made up of small groups of people who each fit a different role within the team as set out by Belbin. These 9 team roles as set out by Belbin help teams to work as efficiently as possible as well as promote a harmonious and collaborative environment. As each team role brings unique strengths and attributes to the table, team leaders can harness these roles to make a team as effective as needed to complete the tasks at hand!

THE CHALLENGE

You have recently become the manager of a local café. You have six employees who get along really well but seem to be struggling with the workload. You have decided to review how they work to try and understand how each employee works in the team.

When watching your employees, you notice that too many mistakes happen that could easily be avoided. This indicates that the allocation of the roles has not yet proceeded optimally. You have decided to reintroduce team roles according to Belbin's 9 Team Roles. Below you can see the different jobs and personalities of your employees. Please assign the roles to each employee according to your opinion.

- Jadon
 - o current activity: expert in baking bread
 - o personality trait: very knowledgeable about baking, loves to give advice about how to serve the baked goods, likes to work back-of-house.

- Marcus
 - o Current activity: fries the meat
 - o Personality trait: very communicative, goal-oriented, likes to be coordinated.

- Alex
 - o Current activity: makes the coffees
 - o Personality trait: very creative, loves to make new latte art and enjoys making new and creative coffees

- Layla
 - o Current activity: takes orders and manages the till
 - o Personality trait: creative personality, very personable, great at team work

- Theresa
 - o Current activity: creates sauces and cuts vegetables
 - o Personality trait: pushes a group, looks for solutions and constantly for potential for improvement.

- Ron
 - o Current activity: washing dishes and keeping order
 - o Personality trait: He is very disciplined and takes his work very seriously.

WHICH ROLES CAN BE ASSIGNED TO WHOM AND WHO IS POSSIBLY MISCAST?

Shaper, Implementer, Plant, Teamworker, Specialist, Coordinator

STRUCTURE

- Watch the following video to get a first overview of the roles: <https://www.youtube.com/watch?v=oplI3Dg68es>.
- Read this article to get a helpful overview of each of the 9 team roles: <https://www.belbin.com/about/belbin-team-roles>
- As a next step, assign the roles to Jadon, Marcus, Alex, Layla, Theresa and Ron.
- Finally, within 5 sentences, write a short explanation as to why you think each employee fits the role assigned and how you think this could help make the café run more smoothly!

Employee	Role	Why?
Jadon		
Marcus		
Alex		
Layla		
Theresa		
Ron		



DEMONSTRATION AND EVALUATION

Congratulations, you have now completed the introductory level problem-based learning activity! In this activity, you were challenged with examining the Belbin team roles and assigning them to different team members.

To reflect on what you have learned, consider the following questions:

- How does assigning different roles to team members help to increase teamwork amongst colleagues?
- How can bigger teams benefit from more directed guidance when working as a team?



By completing this activity, you have increased your understanding of the different roles that play when working in a team. You can see the way that different personalities can be harnessed to make a team more effective and the workflow a lot easier. These are skills that are very useful in the modern workplace. Don't forget to check out the final assessment quiz to complete your introductory level infographic on teamwork!



INTERFACE



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