

Understanding Team Working

Introduction

This report will be an evaluation and brief explanation of the roles and responsibilities set out by Belbin and also the stages within working as a team set out by Tuckman. It will also explain why working in a team is more effective than working as an individual and the stages of development from a group to a team.

Evaluate: When you **evaluate** something, you're making a judgment, one that most likely results from some degree of analysis.

Sources: <http://dictionary.reference.com/browse/evaluate>

An Evaluation of the Roles and Responsibilities of Team Members

Dr Meredith Belbin identified team roles within a group whilst looking at a group of businessmen and women. These 'roles' are not seen as a role, they are seen as strengths; some people may have more than one 'strength' within themselves. These roles include Complete Finisher who expect high standards from work received and make sure that the work is correct all the way through. Co-ordinators focus on the goals and objectives and hands out work to suit each role. Implementers plan effective strategies to complete work. Monitor Evaluators make judgements and think about the bigger picture and the positives/negatives that come with each strategy. Plants are very creative and they are able to solve problems in unusual ways. Resource Investigators can provide knowledge of the opposition. Shapers bring motivation to the team whilst thriving on pressure and a challenge. Specialists provide inside knowledge and are dedicated to the team. Team workers bring the team together and helps everyone to bond. Each strength helps a team to complete tasks and the team are stronger together instead of individuals working on a task. Every single one of the roles identified by Meredith Belbin all serve a purpose and are valuable. Having a variation of these roles in a team can help the end product to be successful.

For example, if a group did not have Complete Finisher, mistakes could be made and work may not be to a high standard. If the Plant was not present during a task, ideas may be boring and the

The Ways in which Team Working can be more productive than working individually

Having a range of strengths in a team means there is less stress on just one person – the weight of the task is spread out and the task can be done quickly and