

THE TEAM ROLE INVENTORY TEST (BELBIN TEST)

**Based on the work of Dr. Meredith Belbin*

Part 1

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.

1	I think I can quickly see and take advantage of opportunities.	<input type="text"/>
2	I can work well with a very wide range of people.	<input type="text"/>
3	I can usually sense what is realistic and likely to work.	<input type="text"/>
4	My capacity to follow through has much to do with my personal effectiveness.	<input type="text"/>
5	My ability rests in being able to draw people out whenever I detect they have something of value to contribute to group activities.	<input type="text"/>
6	My technical knowledge and experience is usually my major asset.	<input type="text"/>
7	I can offer a reasoned case for alternative courses of action without introducing bias or prejudice.	<input type="text"/>
8	Producing ideas is one of my natural assets.	<input type="text"/>
9	I am ready to face temporary unpopularity if it leads to worthwhile results in the end.	<input type="text"/>

Part 2

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.

1	I am not at ease unless meetings are well structured and controlled and generally well conducted.	<input type="text"/>
2	My objective outlook makes it difficult for me to join in readily and enthusiastically with colleagues.	<input type="text"/>
3	I find it difficult to lead from the front, perhaps because I am over-responsive to group atmosphere.	<input type="text"/>
4	I am apt to get too caught up in ideas that occur to me and so lose track of what is happening.	<input type="text"/>
5	My colleagues tend to see me as worrying unnecessarily over detail and the possibility that things may go wrong.	<input type="text"/>
6	I am sometimes seen as forceful and authoritarian if there is a need to get something done.	<input type="text"/>
7	I am inclined to be generous towards others who have a valid viewpoint that has not been given a proper airing.	<input type="text"/>
8	I am reluctant to contribute unless the subject being discussed deals with an area I know well.	<input type="text"/>
9	I have a tendency to talk too much once the group gets on to new ideas.	<input type="text"/>

Part 3

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.

1	I can be counted on to contribute something original.	<input type="text"/>
2	My general vigilance prevents careless mistakes and omissions being made.	<input type="text"/>
3	I have an aptitude for influencing people without pressurizing them.	<input type="text"/>
4	I am keen to look for the latest in new ideas and developments.	<input type="text"/>
5	I try to maintain my sense of professionalism.	<input type="text"/>
6	I believe that my capacity for judgements can help to bring about the right decisions.	<input type="text"/>
7	I am always ready to back a good suggestion in the common interest.	<input type="text"/>
8	I am ready to press for action to make sure the meeting does not waste time or lose sight of the main objective.	<input type="text"/>
9	I can be relied upon to see that all essential work is organized.	<input type="text"/>

Part 4

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.

1	I have a quiet interest in getting to know colleagues better.	<input type="text"/>
2	While I am interested in all views, I have no hesitation in making up my mind once a decision has to be made.	<input type="text"/>
3	I am not reluctant to challenge the views of others or to hold a minority view myself.	<input type="text"/>
4	I think I have a talent for making things work once a plan has to be put into operation.	<input type="text"/>
5	I have a tendency to avoid the obvious and come out with the unexpected.	<input type="text"/>
6	I am ready to make use of contacts outside of the group itself.	<input type="text"/>
7	I bring a touch of perfectionism to any job I undertake.	<input type="text"/>
8	I can usually find a line of argument to refute unsound propositions.	<input type="text"/>
9	I contribute when I know what I'm talking about.	<input type="text"/>

Part 5

M2 Handout-4

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.

1	I enjoy analyzing situations and weighing up all the possible choices.	<input type="text"/>
2	I feel that I am using my special qualifications and training to advantage.	<input type="text"/>
3	I like to find a field that stretches my imagination.	<input type="text"/>
4	I feel in my element when I can give a task my full attention.	<input type="text"/>
5	I am interested in finding practical solutions to problems.	<input type="text"/>
6	I like to feel I am fostering good working relationships.	<input type="text"/>
7	I can meet people who may have something new to offer.	<input type="text"/>
8	I can get people to agree on a necessary course of action.	<input type="text"/>
9	I can have a strong influence on decisions.	<input type="text"/>

Part 6

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.

1	I tend to read up as much as I conveniently can on the subject.	<input type="text"/>
2	I would retain a steadiness of purpose in spite of the pressures.	<input type="text"/>
3	I would open up discussions with a view to stimulating new thoughts and getting something moving.	<input type="text"/>
4	I believe that I would keep cool and maintain my capacity to think straight.	<input type="text"/>
5	I would find some way of reducing the size of the task by establishing what different individuals might best contribute.	<input type="text"/>
6	I would feel like retiring to a corner to devise a way out of the impasse before developing a line.	<input type="text"/>
7	I would be prepared to take a positive lead if I felt the group was making no progress.	<input type="text"/>
8	My natural sense of urgency would help ensure that we did not fall behind schedule.	<input type="text"/>
9	I would be ready to work with the person who showed the most positive approach.	<input type="text"/>

Part 7

M2 Handout-4

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.

1	I am apt to show my impatience with those who are obstructing progress.	<input type="text"/>
2	I hesitate to get my points across when I run up against real opposition.	<input type="text"/>
3	I am inclined to feel I am wasting my time and would do better on my own.	<input type="text"/>
4	I am conscious of demanding from others the things I cannot do myself.	<input type="text"/>
5	I am tend to get bored rather easily and rely on one or two stimulating members to spark me off.	<input type="text"/>
6	My desire to ensure that work is properly done can hold up proceedings.	<input type="text"/>
7	Others may criticise me for being too analytical and insufficiently intuitive.	<input type="text"/>
8	I find it difficult to get started unless the goals are clear.	<input type="text"/>
9	I am sometimes poor at explaining and clarifying complex points that occur to me.	<input type="text"/>

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PARTS	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9
Part 1									
Part 6									
Part 3									
Part 4									
Part 5									
Part 6									
Part 7									
SCORES									