

TEAM PROFILE

ONE REVIEW YOUR PROFILE

Begin by working with your coach to fully understand your own Belbin Profile and its implications.

Reflect on the profile itself and in particular on your personal strengths and potential derailers in the context of collaboration and co-creation.

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**THE AWARENESS
OF PERSONAL
TEAM DYNAMICS
IS ESSENTIAL
TO WORKING
AS ONE TEAM**

TWO PREPARE TO SHARE

Use these five prompts to prepare to share insights about your profile with colleagues:

- My role and style preferences and behaviours
- My strengths to leverage
- My potential ‘one team’ derailers
- How to best partner with me to bring out my best
- Where and how I need to ‘moderate’ behaviours

Focus on key points in each area and explore the best ways to share profiles and insights..

THREE EXPLORE THE PROFILES

The Individual Profile and Team Profile provide a wealth of information on team dynamics.

For the overall Team Profile look for:

- Overall strengths for the team
- Potential derailers from gaps or over-strengths
- Implications for the way the team uses its time and resources

For the Individual Profile look for:

- How to bring out the best in each other
- Interpersonal dynamics
 - how to partner with each other

Reflect on where you and others might moderate behaviour or play different roles at times.

FOUR PLAN FOR STRENGTHS & DERAILERS

Every aspect of team functioning is influenced by the individual and team dynamics revealed in the profiles.

Reflect on these questions:

- How do our team dynamics play out in collaborative problem solving and co-creation?
- How do we handle the ambiguity of adaptive issues?
- Will we have any issues maintaining the discipline of ACL?
- What does this tell us about potential friction points between people?

The insights from the Team Profile should feed into the Team and individual ‘ADEP’ Plans.

FIVE DEEPEN AWARENESS

Use the profiles to understand and interpret behaviours that reduce team performance.

This awareness enables the team to play to its strengths.

The Values Based Leadership Program may also include a Feedback Circle in which colleagues ask:

- What is it that I currently do which has the most positive impact on this team?
- What is the most important thing for me to get better at to strengthen my team impact?

In a Feedback Circle we avoid humour or sarcasm and encourage everyone to openly give and receive constructive, respectful feedback.