

Belbin Job Report for

Jo Keeler



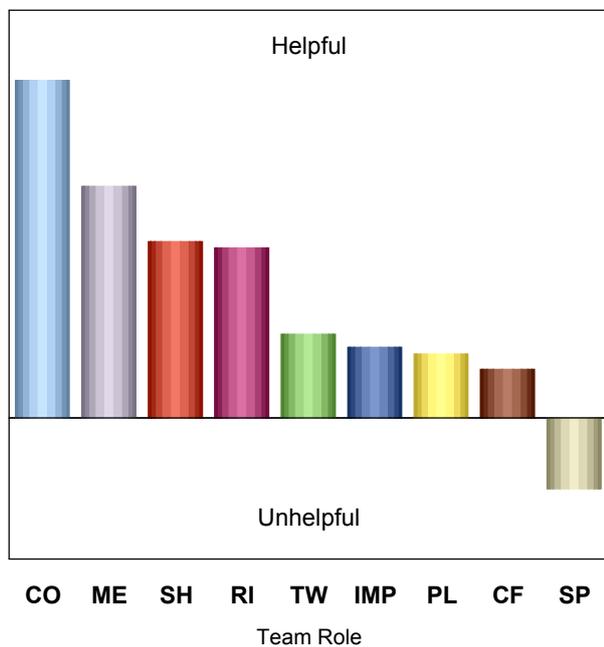
Team Role Summary Descriptions

Team Role	Contribution	Allowable Weaknesses
Plant 	Creative, imaginative, free-thinking. Generates ideas and solves difficult problems.	Ignores incidentals. Too pre-occupied to communicate effectively.
Resource Investigator 	Outgoing, enthusiastic, communicative. Explores opportunities and develops contacts.	Over-optimistic. Loses interest once initial enthusiasm has passed.
Co-ordinator 	Mature, confident, identifies talent. Clarifies goals. Delegates effectively.	Can be seen as manipulative. Offloads own share of the work.
Shaper 	Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.	Prone to provocation. Offends people's feelings.
Monitor Evaluator 	Sober, strategic and discerning. Sees all options and judges accurately.	Lacks drive and ability to inspire others. Can be overly critical.
Teamworker 	Co-operative, perceptive and diplomatic. Listens and averts friction.	Indecisive in crunch situations. Avoids confrontation.
Implementer 	Practical, reliable, efficient. Turns ideas into actions and organizes work that needs to be done.	Somewhat inflexible. Slow to respond to new possibilities.
Completer Finisher 	Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects.	Inclined to worry unduly. Reluctant to delegate.
Specialist 	Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.	Contributes only on a narrow front. Dwells on technicalities.

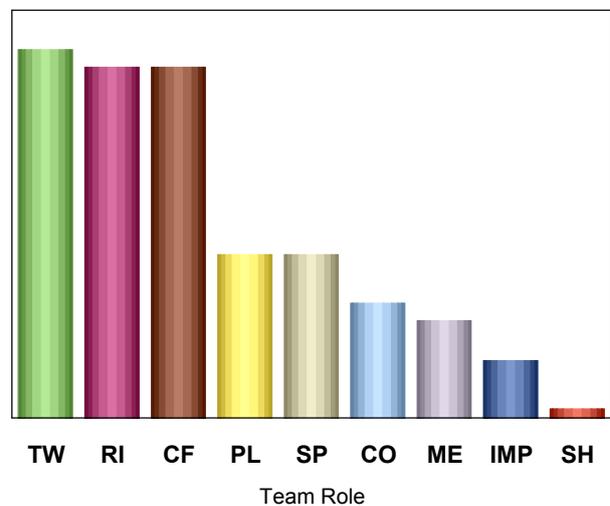
Peter Green and Head of Training Suitability for the Job

This report compares the Team Roles required for the job with a candidate's Team Role composition. It comments on overall suitability for the position, looking at both required behaviours and those which are seen to detract from the job.

Head of Training



Peter Green



Peter has a fair amount of aptitude for liaison work and a readiness to work with others to achieve group objectives.

He may lack the dispassionate analytical qualities needed for this type of work, but this reservation is less important if you have independent test material that shows he has a good critical thinking ability.

He is unlikely to have the tough-mindedness needed in certain aspects of this job.

Comparing Peter's Observer Assessments with Job Observations:

Peter is seen as having certain behavioural qualities that are useful to this job. These are being seizes opportunities, and encouraging of others. However, he is not observed as being broad in outlook, conscious of priorities, challenging, or persuasive, which would have been helpful.