

Unit Topic: Team Building

Activity Name: Lesson #1, Belbin’s Team Roles

Objective/Rationale:

1. Students will be able to identify and apply the Team Roles to the video clip called “Bear Tagging” after being introduced and having a class discussion on “Belbin’s Team Roles.”
2. Students will be able to apply “Belbin’s Team Roles” to their personal team work experiences through the participation of small group discussion and written responses.

Time Frame: 50 minutes

Materials:

- Whiteboard and markers
- Copies of “Belbin’s Nine Team Roles,” page 3
- Discussion Questions, page 4
- Group Work Evaluation Form, page 5
- [Bear Tagging Video](#)

Directions/Procedure:

1. Introduce and discuss Belbin’s Team Roles.

Belbin’s Team Roles

Action Oriented Roles	<ul style="list-style-type: none"> • Shaper • Implementer • Completer/Finisher 	<ul style="list-style-type: none"> • Challenges the team to improve • Puts ideas into action • Ensures thorough, timely completion
People Oriented Roles	<ul style="list-style-type: none"> • Coordinator • Team Worker • Resources Investigator 	<ul style="list-style-type: none"> • Acts as chairperson • Encourages cooperation • Explores outside opportunities
Thought Oriented Roles	<ul style="list-style-type: none"> • Plant • Monitor-Evaluator • Specialist 	<ul style="list-style-type: none"> • Presents new ideas and approaches • Analyzes the options • Provides specialized skills

For a more explicit description of “Belbin’s Team Roles” see: [Belbin’s Team Roles](#)

2. After a class discussion on Belbin’s Team Roles, have the students watch the following YouTube video on [Bear Tagging](#).
3. After viewing the video, put students in groups of 4 and provide each group with a copy of pages 3 & 4. Once each group has answered the questions on the discussion sheet, go around the room and gather some responses, and invite discussion (time permitting). Collect and evaluate.
4. Have each student individually fill out the Group Work Evaluation Form page 5 and collect.

Resources & References:

- Belbin's Team Roles: https://www.mindtools.com/pages/article/newLDR_83.htm
- Belbin's Team Role Circle Worksheets: <http://www.belbin.com/media/1490/team-role-circle.pdf>
- Tagging Bear Video: http://www.youtube.com/watch_popup?v=vJRDpTUirJI&vq=medium
- Lesson plan created by Suzanne Glazos
- Group-Work Evaluation form created by Betsy Picciano

Assessment/Evaluation:

1. Whole class and small group discussions. Use group work evaluation form.
2. Written responses to discussion questions on *Bear Tagging*.

Suggested Homework/Extended Assignments

- Have each group of students orally present three key ideas they feel everybody should have learned from this lesson.
- Utilize Belbin's Team Role Circle Worksheets as needed.
- Bridges Team Building Lessons 2 & 3.



Belbin's Nine Team Roles

<p>Action Oriented Roles</p>	<ul style="list-style-type: none"> • Shaper • Implementer • Completer/Finisher 	<ul style="list-style-type: none"> • Challenges the team to improve • Puts ideas into action • Ensures thorough, timely completion
<p>People Oriented Roles</p>	<ul style="list-style-type: none"> • Coordinator • Team Worker • Resources Investigator 	<ul style="list-style-type: none"> • Acts as chairperson • Encourages cooperation • Explores outside opportunities
<p>Thought Oriented Roles</p>	<ul style="list-style-type: none"> • Plant • Monitor-Evaluator • Specialist 	<ul style="list-style-type: none"> • Presents new ideas and approaches • Analyzes the options • Provides specialized skills

Discussion questions to be used with the video “Bear Tagging.”

1. Using Belbin’s Team Role chart above assign the appropriate “TEAM ROLES” to the members of the team observed in the Bear Tagging video. Explain how your group came up with your conclusions.
2. How did the team members in the video individually contribute to the success of the “Bear Tagging” expedition?
3. What did you specifically learn from the team members in the video about team work?
4. What could have potentially gone wrong with the “Bear Tagging” expedition if they had not worked as a team? Was a team required? Explain your answers in detail.
5. How will you apply the information about TEAM ROLES to your next group project in school and/or the work place?
6. Which Team Role do you identify yourself with? How do you identify the members of the group you are currently working with on this assignment?

Group-Work Evaluation

Name _____

Group # _____

1. Overall, how effectively did your group work together on this assignment?

Poorly Adequately Well Very Well

2. Out of the four group members, how many participated actively most of the time?

None One Two Three All Four

3. Out of the four group members, how many were fully prepared for the activity?

None One Two Three All Four

4. Give one specific example of something you learned from the group that you probably wouldn't have learned working alone.

5. Give one specific example of something the other group members learned from you that they probably wouldn't have learned otherwise.

6. Suggest one change the group could make to improve its performance.