

1. The people within an organisation, are their biggest asset?

- A True
- B False



2. Dr Meredith Belbin created the model, Belbin's nine team roles?

- A True
- B False



3. Which of the following are Belbin's nine team roles?

- A Plant, resource investigator, monitor evaluators, coordinators, specialists, implementors, complete finishers, team workers, shapers
- B Plant, coordinators, specialists, implementors, complete finishers, team workers, shapers, apples, faces
- C Plant, resource investigator, monitor evaluators, coordinators, specialists, workers, administrators, markers, mentors



4. Choose four of the nine roles and explain their strengths and allowable weaknesses



5. Tuckman proposes four stages of team development?

- A True
- B False



6. When the team starts to become more concerned with other team members' values and points of view, this is known as what stage?

- A Forming
- B Storming
- C Norming
- D Performing
- E Adjourning



7. True or false. As the team transition through each of the Tuckman stages, the team leader's role will need to change in order to manage and shape the progress of the team's development?

- A True
- B False



8. Benne and Sheats defined, 26 roles, and each of them is divided up into one of three categories. What are the 3 categories?

- A Task roles, personal and/or social roles and dysfunctional and/or individual roles
- B System roles, personal and/or social roles and dysfunctional and/or individual roles
- C Forming, storming and system roles



9. Compare Benne and Sheats' Group Rules to Belbin and Tuckman's

		THE 9 BELBIN TEAM ROLES	
		Team Role Contribution	Allowable Weakness
art	PL	Creative, imaginative, free thinking. Generates ideas & solves hard problems.	Ignores practicalities. Not prepared to fully communicate.
critic/Evaluator	ME	Subtle strategy and discerning. Sees all options and judges accurately.	Lacks drive and ability to argue offers. Can be overly critical.
specialist	SP	Single-minded and driving. Dedicated. Provides core knowledge and skills.	Contributes only on a narrow front. Overly on technicalities.
leader	SH	Challenging, dynamic, thrives on pressure. Has drive to overcome obstacles.	More repression. Doesn't accept feelings.
implementer	IMP	Practical, reliable, efficient. Turns ideas into actions and organises tasks.	Overwhelmed by detail. Slow to respond to new opportunities.
project Finisher	CF	Persevering, conscientious, anxious. Finds errors. Polishes and perfects.	Overlooks many errors. Struggles to delegate.
mediator	CO	Mature, calm, tactful, identifies issues. Clarifies goals, strategies and strategy.	Can be seen as manipulative. Doesn't see the big picture.
team Worker	TW	Co-operative, perceptive and diplomatic. Listens and events. Action.	Not seen as a team player. Avoids confrontation.
resource Investigator	RI	Outgoing, enthusiastic, communicative. Explores opportunities, develops contacts.	Over-optimistic. Lacks interest in other team member's inputs.

10. Actions a team leader can take to promote effective team dynamics include, clarifying aims and objectives, giving support, being proactive and giving regular feedback?

- A True
- B False



11. Explain the difference between people management and team management

12. A SWOT analysis, can help team leaders to identify individuals...

- A Situation, weaknesses, opportunities and threats.
- B Strengths, weaknesses, opportunities and threats.
- C Strengths, weaknesses, opportunities and thoughts.

13. According to ILM, teams can be categorised into 10 different types of teams, identify the teams

14. Team dynamics can be positive and leads to?

- A Decreased performance, low productivity and poor job satisfaction
- B Increased performance, productivity and job satisfaction

15. Team dynamics can be negative when there is weak leadership?

A True

B False