Belbin’s team role concept is developed through studies which draws a number of central connections to the understanding of how individuals collaborate. All in all, eight behavioral characteristics are identified, which ensure quality and efficiency within a team. Therefore, it is essential that these roles are present in a team just as the distribution of the eight roles must be in balance.

Look at Belbin’s team role circle. Do you, as a group, represent a nice round circle? If not, it is a good idea to discuss how you can develop in the group. For example, if the group needs an intermediary, a group member can develop that side of them self or the group can reorganise for the intermediary function to be filled out. The roles can also be used as a way to better understand each group member and why the person acts and reacts in certain ways in different situations.