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 themselves 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.