

SELF-PERCEPTION INVENTORY (Belbin)

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Avoided roles			Acceptable roles				Natural roles				
0	10	20	30	40		50	60	70	80	90	100
.	PL	.X	.	.	.	.	.
X	RI	.	.	.	.	.	.
.	CO	.	.	.	.	X.	.
.	SH	X	.	.	.	.	.
.	.	.	X.	.	ME	.	.	.	.	.	.
.X	TW	.	.	.	.	.	.
.	.	.	.	X	IMP	.	.	.	.	.	.
.	.X	.	.	.	CF	.	.	.	.	.	.
.	SP	.	.	.	.	X.	.

Rejected points: 9 out of 70

SUGGESTION REPORT

Please, notice that this report is based only on self-perception.

Your interest in combining two different activities like coordinating and controlling other's work, on one side, and keeping an developing your special skills on the other side, depict you as a professional manager. In other words, you'll feel comfortable when supervising technical or professional works. However, as far as your career is concerned, it could be a mistake to work in areas which are too far from your specialization field, not because you find any difficulties in adapting to new requirements sets, but because you may find yourself involved in activities that don't satisfy you. The more you devote yourself to wide management duties, the bigger the risk of losing contact with the last development in the field in which you've set up your personal reputation. Therefore, it could be advisable for you to work with people you know and on a subject you like.

Should you want to venture to do something different, you've got great possibilities of success, due to the determination you've showed so far in your career. Therefore, you could face a dilemma, although it shouldn't worry you, unless you are not at ease in your current position. Moreover, you'll be able to obtain the most of your situation.

As a final note, you should bear in mind the role you're less suited to. Your profile shows that you don't have the features of someone who develops and benefits from contacts with people foreign to the organization. If you can work in harmony with someone who has these complementary skills, it's highly probable that your final contribution improves.

FOUR MAIN TEAMROLES

