



**New ...
from Don Porter Associates, Inc.**

Team Assessments...using Belbin's Team Role Expert System...e - interplace

How do *Team Assessments* help the team? What are the benefits?

- Team Assessments help improve productivity and offer advice on the suitability of people for various functions within a team.
- Team Assessments optimize the team selection process, team development, and the way the team operates.
- Team Assessments resolve the complex issues of how to get the most out of individuals and how to blend them into strong, productive, well balanced teams.
- Team Assessments give an understanding of an individual's team role make-up and suggests how he or she can more effectively interrelate in and contribute to a team.
- Team Assessments identify the team strengths and weaknesses and suggest how best to allocate tasks and functions within a team.
- Team Assessments provide a common team role language team members can use to discuss team effectiveness.
- Team Assessments provide support in creating and developing high performance, well balanced teams.

**What is included in a *Team Assessment*?
How does the process work?**

- A team role self perception inventory is completed by each team member.
- Four to six observer assessments are completed by bosses, subordinates, or colleagues -- co-workers who may or may not be other team members.
- Team role profiles and reports are generated using Belbin's Team Role Expert System -- Interplace. These profiles and reports are based on the self-perception inventory and the observer assessments.
- Communicating the reports to the team members.

How much time does it take to complete the input forms for a *Team Assessment*?

It takes 15 to 20 minutes to complete a self-perception inventory and 5 to 10 minutes to complete each observer assessment.

What is the nature of the team role reports which the team members receive?

Each team member receives eight individual team role reports and optional team reports generated by Belbin's Team Role Expert System -- e-interplace.

e-interplace normalizes, integrates, filters, standardizes, and converts the inputs from the self perception inventory and observers assessments into a single team role language.

Because e-interplace deals with suitability, it can make suggestions on team selection, team building, and teamwork that would otherwise never be entertained.

The eight individual team role reports include self, observers and composite team role profiles; character profiles; personal work styles; and counseling reports which offer advice on how team members can be more effective in a team.

The optional team reports include working relationships with other team members; profile averages for teams; summary profiles for team members; strong examples of team roles; and a team role combination report (limited to teams of 3 to 15 members) which identifies the strengths and weaknesses of a team and suggests how to best allocate tasks and functions within the team.

What else do the team members receive in addition to the reports?

In addition to the Interplace reports, each team member receives a description of Belbin's Team Role Concept and Productive Teams; a description of Belbin's Nine Team Roles; and a description of the individual and team reports.

What are some of the applications of Team Assessments?

- Team Building/Development
- Team Member Selection
- Team Member Counseling
- Teamwork Improvement
- Team Productivity Improvement
- Team Effectiveness Improvement

How can I use these assessments in my organization or with my team?

You can use them in your organization or with your team. Consultants can use team assessments with their clients. Or, you can have Don Porter Associates conduct a Belbin Team Role and Team Effectiveness Workshop (team assessments are included) for your organization or team.

For additional information or questions concerning Team Assessments, Team Role and Team Effectiveness Workshops or Belbin's Team Role Expert System e-interplace and their associated costs please either telephone or e-mail :

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