



Work Styles Based on Pairs of **BELBIN**[®] Team Roles

PL	–	CF	Improving	CO	–	CF	Checking Progress
PL	–	CO	Piloting	CO	–	IMP	Organising
PL	–	IMP	Integrating	CO	–	ME	Forming Strategies
PL	–	ME	Rational Creativity	CO	–	SP	Project Managing
PL	–	RI	Innovating	CO	–	TW	Supporting
PL	–	SH	Pushing for Change	CO	–	SH	Controlling
PL	–	SP	Researching	SH	–	CF	Enforcing Standards
PL	–	TW	Helping Others with Ideas	SH	–	IMP	Assigning Tasks
RI	–	CF	Contracting	SH	–	ME	Cross-examining
RI	–	CO	Facilitating	SH	–	SP	Autonomous Working
RI	–	IMP	Applying Resources	SH	–	TW	Negotiating
RI	–	ME	Weighing up Options	ME	–	CF	Correcting
RI	–	SH	Exploiting Opportunities	ME	–	IMP	Planning
RI	–	SP	Sharing Expertise	ME	–	SP	Calculating
RI	–	TW	Liaising	ME	–	TW	Observing
IMP	–	CF	Deploying Quality Processes	TW	–	CF	Assisting
IMP	–	SP	Applying Knowledge	TW	–	SP	Providing Expertise
IMP	–	TW	Meeting Requirements	CF	–	SP	Refining