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## Week 25 Focus: 6 Factors – Clear Roles

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**Focus Question:** *What are the roles which are going to help this team excel?*

### Description

Clarity around roles in a team is critical for team success, especially when team members are working remotely and/or don't see each other on a regular basis.

Clear Roles is another important component of the Six Factors of High Performing Teams. It's often not an area people tend to explore.

Across the team, there may be different roles which each team member is well suited for. Perhaps there are members of the team who are great at:

- » Social Coordinating – Bringing people together for formal and informal events
- » Mentoring – Sharing their skills and abilities
- » Getting things completed
- » Checking quality
- » Getting things started
- » Connecting people and resources
- » Communicating messages forward

### What roles are needed to keep the team moving?

#### Activity

Take some time as a team to discuss the different roles which are important for you as a team in getting things done.

What are the roles which are going to help the team?

Who plays what role?

How do the roles match with the talents and skills in the team?

Are there any roles that are missing?

What are the roles which are going to create new things? Get things done?

You will also want to explore WHAT key roles are needed by the team?

**"The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime."**

Babe Ruth

#### Want to learn more?

One of the most popular team roles framework is that of Belbin. Check out their work at [Belbin.com](https://Belbin.com).