

What is your hidden talent?

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Sometimes circumstances of life makes it necessary to mobilize skills and qualities that are not your everyday hallmarks. Frequently we assist companies when downsizing is required. In such processes, we use Belbin both to support moving people to redefined positions and units, and to support people that need to find new external career options. A Team Role profile proves to be an excellent stepping-stone for the latter.

Take Anita as an example. She had worked more than 20 years in the accounting department, renowned for her peaceful and meticulous conduct. Her books and reports were always up to date and reliable. In spite of that, after the downsizing and outsourcing process, she was forced to look around.

We had a chat. Her profile came out as an extraordinary coherent CF/SP/TW profile. She had fine-tuned her natural strengths during many years. Unfortunately, the market for her skills combined with low formal education was limited. We changed approach and expanded the range of observers to give her feedback. She had the role as a treasurer (of course) in the local sports club, had a year ago taken part in volunteer work related to immigrants and she had a large family. We asked for feedback from four persons in all three groups and added the results to the profile. If they had seen other qualities in other situations than those encourage by work, it meant she had other potentials we could nurse and present.

Two new roles emerged. IMP and CO come out quite strong. The process gave her courage to look wider and equipped her with a strong and educated way of speaking about her strengths. She now works as head of reception in a hotel.