Margerison-McCann Team Performance Wheel

These functions are activities that take place within teams.

The roles

The roles and brief descriptions are often shown in a circular format. The closest equivalents appear to be in the Belbin Team Roles, which are also offered in the table below.

Role	Description	Belbin equivalent
Reporter-Adviser	Likes to help others. Gathers information and makes it understandable. Listens patiently before deciding. Prefers to be slow and fully right rather than quick and mostly right.	Monitor-evaluator
Creator-Innovator	Likes independence to think and innovate. Not afraid to challenge norms. Good at starting new things.	Plant
Explorer-Promoter	Likes to connect with people outside the group as well as inside. Good at seeing the big picture. Good at creating enthusiasm for new ideas.	Resource Investigator
Assessor-Developer	Likes experimenting with new ideas. Good at evaluating different options. Good at organizing new activities.	Coordinator
Thruster-organisers	Likes 'making things happen' Ready to add energy and turn an idea into an action May be impatient	Shaper
Concluder-producer	Likes completing things on time, on budget and to specification.	Completer-finisher

	Likes using well-developed skills. Good at methodical, careful work.	
Controller-inspector	Likes working with detailed information. Good with facts and figures.	Implementer
Upholder-maintainer	Looks after the physical and social elements of the team. A great source of emotional strength for others on the team. May have strong views on how the team should be run.	Team worker

So what?

There are close similarities with the Belbin roles, although they are not identical.

The underlying system is based on the Jungian Type Inventory.

The message is the same: Understand the preferred roles of people on the team. Play to people's strengths. Get a good balance of people on a team, not just one type.

See also

Belbin Team Roles

http://www.12manage.com/methods_margerison_team_management_profile.html