



HONEY'S FIVE TEAM ROLES

an alternative framework to Belbin's 8 team roles

The concept of team roles, as introduced by Meredith Belbin, has been around for a long time, and team roles continue to provide a useful framework for evaluating the contributions of different team members. Belbin proposed 8 different team roles, but Peter Honey has suggested another framework with 5 team roles as described below:

Honey's Five Team Roles:

- The '**Leader**' who ensures that the team has clear objectives and makes sure everyone is involved and committed.
- The '**Challenger**' who questions effectiveness and presses for improvement and results.
- The '**Doer**' who urges the team to get on with the job in hand and does practical tasks.
- The '**Thinker**' who produces carefully considered ideas and weighs up and improves ideas from others.
- The '**Supporter**' who eases tension and maintains team harmony.