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**Personality Types and Team Roles
Hunting out Effective and Heterogeneous Teams**

Abstract

Along with the dramatically increased use of teams during the last decade, also the number of normative textbooks and studies of team building has multiplied. Although the meaning of heterogeneity of team members on team effectiveness has been recognized, the association of team members' personality with team roles and functionality has been nearly neglected. It has been concluded, however, that a diverse group consisting of different personalities could advance the creativity, functionality, and atmosphere of team members, at least after becoming acquainted with team members. In addition, the knowledge of the relationship between different team roles and personality could deepen the understanding of team effectiveness and advance team training. In this study, 290 respondents have been analyzed in order to find out the association between Belbin's roles and the personality types based on Myers-Briggs Type Indicator. Many significant relationships between the roles and personality dimensions could be found. It could be concluded that a consciously planned heterogeneity of personality types is a prerequisite for effective team role composition.

Keywords: Team roles, Belbin, personality, MBTI, team effectiveness