Why Wait?

Using reactive tools to hire proactively and discover who we are.



Learning objectives

- Understand traditional approaches to team formation
- Identify team lifecycles
- Gain insight with regard to AI
- Explain the change from deficit to asset based operations
- Learn the foundations of MBTI and Strengths Finder
- Gain insight to strengths based approaches
- Apply insight to your current team and processes

Introductions:

- Who you are and the best team you have ever been a part of?
 - Why
 - Who
 - When





 A job is posted - with a list of requirements - do we look at team interactions? Why or why not?



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 All too often we know what we want : but not who we want and why we want them.



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Focusing solely on skills and ignoring attitude.



 Checking the boxes of qualifications and requirements does not mean team synergy.

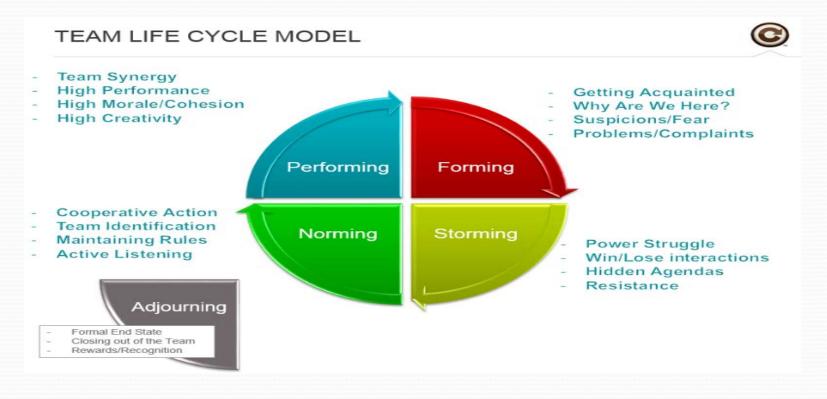


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• What can you do?



Team Lifecycles





Appreciative Inquiry

• What is AI?

- Why does it matter for my organization?
- Benefits of asset-based thinking



Myers-Briggs Type Indicator (MBTI)





Strengths Finder





Current Team Applications

Who do we have

How do we currently work together

Who do we need



Strength & Asset-based hiring

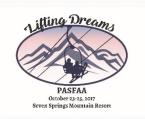
Skills needed

Strengths needed

Team gaps identified



Questions and Discussion



Thrust Consulting

Brad Yeckley & Katie McMurray thrustconsulting@outlook.com

