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
What Usually Happens
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- 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.
What Usually Happens

Believing you can change the person to meet your “fit” expectations or corporate culture.
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- Focusing solely on skills and ignoring attitude.
What Usually Happens

- Checking the boxes of qualifications and requirements does not mean team synergy.
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- What can you do?
Team Lifecycles

TEAM LIFE CYCLE MODEL

- Team Synergy
  - High Performance
  - High Morale/Cohesion
  - High Creativity

- Getting Acquainted
  - Why Are We Here?
  - Suspicions/Fear
  - Problems/Complaints

- Cooperative Action
  - Team Identification
  - Maintaining Rules
  - Active Listening

- Power Struggle
  - Win/Lose interactions
  - Hidden Agendas
  - Resistance

Performing
Forming
Norming
Storming

Adjourning

- Formal End State
- Closing out of the Team
- Rewards/Recognition
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
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