

Guide to Intentionally
Attracting and Building

DREAM TEAMS



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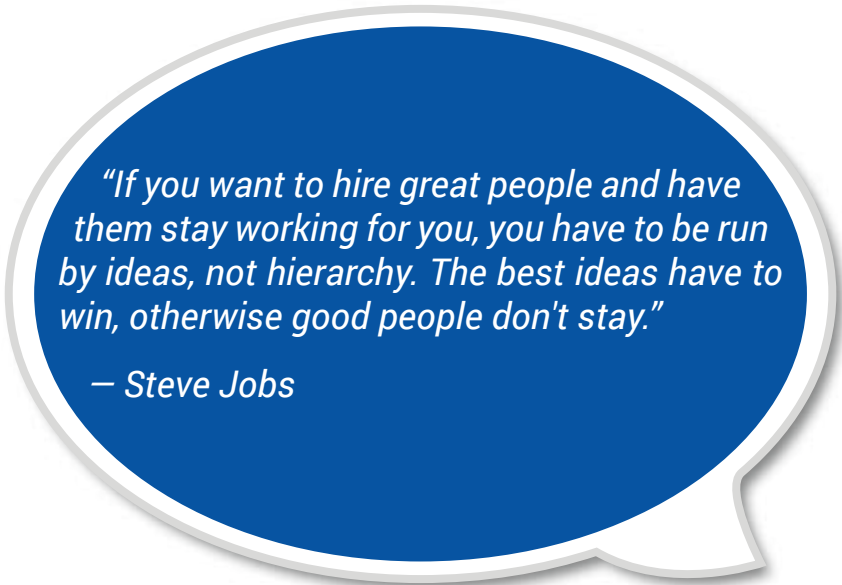
Preface

Every entrepreneur would want to have a dream team to work with. What exactly is a dream team? It's when you have a team of dedicated workers who are as passionate about the work as you are.

If you give a thought about it, employees almost spend eight hours each day on a regular job, and if the job profile demands more, they would certainly pitch in more hours. These days, a job has stopped being just a means of bread-winning and it is more of a sense of what one is capable of. Therefore as important as it is to getting work done, it's important to have a supportive team.

A dream team does not mean that everyone is always in sync and thinks alike. A dream team is actually the one with multiple opinions and that which is able to fabricate these opinions and ideas to work in a smooth manner. There needs to be constructive criticism and the ability to deal with it for the benefit of everyone.

In this e-book, we would take a look at what the field of psychology has to say about building great teams, followed by ten useful tips that would help you to build great teams. Each tip is accompanied by a quote that can be used as a motivating slogan towards building great teams at work.



"If you want to hire great people and have them stay working for you, you have to be run by ideas, not hierarchy. The best ideas have to win, otherwise good people don't stay."

— Steve Jobs

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Psychology and Dream Teams

Trying to find a dream team is not a number one priority only in the present scenario. Its importance easily dates back to World War recruitment, when 'Industrial Psychology' came into existence. Industrial psychologists insisted on 'choosing the right person for the right job', analyzing the candidate and his or her job profile; and once chosen, the psychological techniques were used to build candidates into a team.

Industrial psychology refers to application of methods, facts and principles of psychology at work. Its history dates back to 1901 when Walter Dill Scott made an epic speech on "advertisements and application of psychological principles". During the First World War, psychological tests were introduced to choose candidates and it became a huge hit. Industrial psychology became important and started concentrating on construction of tests. Different tests for literates and different tests for illiterates.

'Hawthorne Study' and 'Time and Motion Study' became extremely famous & attained the honor of being 'classic studies.' These studies helped to solidify the importance of psychological concepts in a workplace setting; and during the World War II, psychologists not only created tests to find the correct candidate but also started to concentrate on training, job analysis and performance evaluation.

Selection and training became the foremost factors - First, finding the correct candidate for the appropriate job and then providing them guidance. This is now proven to help in faster learning. It laid an importance on good working conditions. It was proven to help in increasing concentration leading to better work output or work efficiency level, providing quality service and benefits for the organization.

They also dealt with numerous other factors such as improving machinery, avoiding industrial accidents, resolving industrial conflicts and constantly motivating the team. Holding up the morale of togetherness is a prominent factor. In the present scenario, companies have in-house industrial psychologists or they consult through agencies to improve workspace atmosphere and to keep teams happy & enthusiastic. Let us take a look at what industrial psychologists often advise their clients about building great teams in today's context.

10 Tips to Building Dream Teams



1

What talents are you looking for?

Identify what talents or skills you need before anything else. Identify the talents that can become a vital key to your business and in serving your clients. While doing so, don't visualize the people you already have. Instead of debating whether you already have people that possess said talents, concentrate on finding out what skills and talents you need. Don't look for immediate gratification, look for the bigger picture and look beyond obvious skills such as sales or customer service. Focus on key skills that can help you in the long run because knowing what you want, always helps in finding who can give it.



"Talent wins games, but teamwork and intelligence wins championships."

— Michael Jordan



2

Understand Yourself

The first thing to realize, before having any expectations, is to ask oneself what one's weaknesses are. It is not in your hands to turn your idea into action. That's where a team comes handy. So, focus on finding a team that compliments your strengths and overlaps your deficiencies. Depending on your prior success, collaborate with the complimenting factors; and if it's a start-up, this point holds more importance, for in the beginning, you will face a lot of problems. It is important to have a supportive team to sail through the journey without any glitches.



"To find out what is truly individual in ourselves, profound reflection is needed; and suddenly we realize how uncommonly difficult the discovery of individuality is."

— Carl Jung



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Find the Right People

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"Through the right people focusing on the right things, we can, in time, get on top of a lot if not most of the problems of this world. And that's what a number of us are trying to do."

— Richard Branson



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Anticipating Changes

The first thing to realize, before having any expectations, is to ask oneself what one's weaknesses are. It is not in your hands to turn your idea into action. That's where a team comes handy. So, focus on finding a team that compliments your strengths and overlaps your deficiencies. Depending on your prior success, collaborate with the complimenting factors; and if it's a start-up, this point holds more importance, for in the beginning, you will face a lot of problems. It is important to have a supportive team to sail through the journey without any glitches.



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"Dreams are the seeds of change. Nothing ever grows without a seed, and nothing ever changes without a dream."

— Debby Boone



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Anticipating Growth

Maslow's hierarchy of needs, Herzberg's two factor theory and Alderfer's ERG model, talk about growth needs. Growth for one person might mean something different from what it means to another person. It is also influenced by their stature of work, economic and social conditions. Identify how much a person is willing to work to gain growth. According to this framework, motivate them. Always keep an eye on situations where you could find motivational factors. If you are good at anticipating growth and are prepared for it, half of your problems are solved.



"Between stimulus and response there is a space. In that space is our power to choose our response. In our response lie our growth and our freedom."

— Viktor E. Frankl



6

Planning Ahead

Having the ability to handle any kind of situation within the team is amazing but it is not enough. Once a team is set into motion, it is very important to plan for the future. Future goals, responsibilities and any shortcomings that can occur need to be planned well in advance. This not only gives you the benefit of time but also provides you with the efficiency to deal with situations. Succession planning for certain roles within your organization is vital. This can expose critical gaps in your future organizational structure and help you fill them.



"Let our advance worrying become advance thinking and planning."

— Winston Churchill



7

Create a Visual

Once you have found the essential factors that can help you build and maintain a dream team, create a visual. Make a visual representation of the factors that worked or did not work, of difficult and not-so-difficult situations, what the solutions were that were most suitable etc. Share this information with the leaders of your other teams. Take opinions from the team members so that it gives you a proper set of dos and don'ts. This will also act as the organization's vision towards its employees. The benefit you get from this is huge in the long run.



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"In order to carry a positive action we must develop here a positive vision."

— Dalai Lama



8

Networking

Once you have found the essential factors that can help you build and maintain a dream team, create a visual. Make a visual representation of the factors that worked or did not work, of difficult and not-so-difficult situations, what the solutions were that were most suitable etc. Share this information with the leaders of your other teams. Take opinions from the team members so that it gives you a proper set of dos and don'ts. This will also act as the organization's vision towards its employees. The benefit you get from this is huge in the long run.



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"Sometimes, idealistic people are put off the whole business of networking as something tainted by flattery and the pursuit of selfish advantage. But virtue in obscurity is rewarded only in Heaven. To succeed in this world you have to be known to people."

— Sonia Sotomayor



9

Looking Beyond Talent

Everyone wants to have a young, vibrant and talented team. There is nothing wrong with it but most of the times this approach betrays you from getting the most passionate people. Finding a talented member is great but in the long run will this person stick by you is an important question left to be answered? There are multiple other skills that are needed apart from talent.

When you first narrate your idea, it needs to ignite a spark in your potential team member, if not move on because it's the passionate people who will give you 12+ hours to bring your idea into reality.



"Talent is cheaper than table salt. What separates the talented individual from the successful one is a lot of hard work."

— Stephen King



10

Nurture Your Employees

Building a dream team isn't all about choosing the right people. One needs to also nurture the team that already exists within a company. Existing teams, when nurtured, blossom into dream teams that attract more worthy employees. Happy employees attract more deserving talent and newer teams can be built & nurtured. The key is to ensure that your employees' dreams, hopes and aspirations are all nurtured & paid attention to.

Happy and well-cared-for employees exude a kind of enthusiasm that is quite different. They feel motivated to use their talents and put it to use. Their job satisfaction acts as a team motivator too, helping others to work better, smarter and be more productive.



"If you fulfil the wishes of your employees, the employees will fulfil your visions."

— Amit Kalantri

Rome wasn't Built in a Day. So won't be a Dream Team....

With all the things said above, we have to realize that having a team that stands by you, no matter what the situation arises, is very important. You don't find a perfect or dream team, you need to build one. Learn to work around the imperfections and channelize the energy towards making your idea a reality. Teams are always capable of recognizing itself as a useful machine in achieving organization's goals. This has to do with its characteristics, which has a great influence on the performance of the organization. It all boils down to finding people who have the passion levels towards the idea.

A team is very special as it has different kinds of people with various skills and talents, diverse temperament levels & multiple ideas; and when a team sits together and brainstorms for something & work towards a particular solution, the amount of different ideas and opinions is amazing. A coordinated team can handle any obstacle and sail smoothly.

An ideal team is not built in a day, it takes patience and dedication. Choosing the right kind of people is very important. They need to possess the quality of relatedness with one another and maintain professionalism at all costs. The team needs to be able to sort its inner issues and pay minimum importance to minor issues. A dream team is indeed a great step to bring your dream idea into reality.



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