



## **Developing Ideal Staff**

As leaders, we all understand the importance of creating an environment where our teams thrive, of ensuring our staff is empowered to do the best job they can. We have taken seminars, worked on our leadership styles, and added to our tools to ensure we are the leader our team needs.

Yet many of us fail to look at the dynamics of our team and to understand the inner workings. We may have a team who produces great work, but how does the team work together? We should not strive for our team to be best friends, but we do want a healthy professional relationship between each team member.

Monitoring the inner workings of your team is as important as how you lead your team. One bad apple, the Debbie Downer, Negative Nelly, overly aggressive, inability to take constructive criticism can destroy your entire team. No matter the value that team member may appear to have, their bad attitude is not worth it.

To ensure you are hiring the right person, here are some tips:

### **Interview with care**

Remember character and soft skills are hard to teach, hard skills are easier to teach. Hire as much for a candidate's soft skills as their hard skills. If you find a potential team member who checks all the boxes in soft skills but lacks in the hard skill area, take the gamble.

### **Teach soft skills**

Take the extra time to teach and model soft skills. Team members who want to be a part of the team will rise to the challenge.

### **Set Goals**

If you want your team to grow, set goals. We would never know how far we can stretch if we are never challenged.