

Transcript: Recruiting a team The Microsoft Garage

<https://www.microsoft.com/en-us/garage/the-garage-growth-framework/>

## Recruiting a team

Having a team collaborating on a project - no matter how big or small - is incredibly important to your impact.

Here in The Garage, there are no firm rules to what makes a great project team. But we have seen that diverse teams have better outcomes, so be sure to think broadly--and inclusively--as you consider what team members your project needs.

When you set out, you can meet potential team members by continually socializing, networking, sharing your passion for and information about your wave. Meeting others with similar passions and goals in hopes of adding them to your team - well, that's recruiting. I like to remind project teams to "always be recruiting."

As you build your project team, ask yourself these questions to know whether you have the right people for the work.

First, are the people passionate? You want people committed to the work, even when facing an obstacle.

Second, is the team diverse? You want a range of backgrounds, perspectives, and experience.

Third, are the people open? You want lifelong learners willing to try different things, respectfully challenge each other, and feel excited, even when you have vision changing epiphanies.

Fourth, is the team able to perform the work? You want the right skills and abilities to see your project through to proof of concept. For example, do you have a coder for a software project, or a visual artist for a video game.

Fifth, does the team have the attributes for success? I like a concept from Silicon Valley that you want people on your team who represent three archetypes, hacker, hustler, and hipster. Hackers are the doers, Hustlers find the people to help make things happen, and hipsters compel people to desire and use your project.

As you recruit people, it's important to build them into a team by encouraging open mindedness, describing member roles, establishing how decisions are made, and creating avenues for collaboration.

Pair your recruiting and team building efforts and rally your team to ride the wave.