



ZOOM OUT

Using a Whole Human Approach to
Build High Performance Teams

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I AM THE BEST VERSION OF MYSELF WHEN:

WHAT I LOVE MOST ABOUT WORKING WITH OTHERS IS:

MY IDEAL WORKPLACE IS/ FEELS LIKE/ OFFERS:

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IN FIVE YEARS I WANT TO BE:

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FOLLOW UP:

TO DO:

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RESOURCES & REFERENCES:

- [Women at Work 2022 | Deloitte Global](#)

BUSINESS & LEADERSHIP:

- Personality Tests: [8 Top Personality Tests Used in Psychology \(and by Employers\) | Indeed.com](#)
- Coaching Employees: [How Real Leaders Coach Their Employees For Success \(entrepreneur.com\)](#)
- HBR - Newsletters & Daily Management Tips: [Email Newsletters - HBR](#)
- Delegation & Empowerment: [From Delegate to Elevate \(eosworldwide.com\)](#)
- Self-Motivation: [13 Ways to Stay Motivated and Inspired at Work | Career Contessa](#)

PODCASTS:

- [Women at Work \(hbr.org\)](#)
- [The Working Genius Podcast with Patrick Lencioni](#)

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BOOKS:

- Ideal Team Player by Patrick Lencioni
- The Making of a Manager Book by Julie Zhuo

Women at Work Report (Deloitte, 2022)

- Women at work 2022 | Deloitte Global

Business & Leadership

- Personality Tests: 8 Top Personality Tests Used in Psychology (and by Employers) | Indeed.com
- Coaching Employees: How Real Leaders Coach Their Employees For Success (entrepreneur.com)
- HBR - Newsletters & Daily Management Tips: Email Newsletters - HBR
- Delegation & Empowerment: From Delegate to Elevate (eosworldwide.com)
- Self-Motivation: 13 Ways to Stay Motivated and Inspired at Work | Career Contessa

Podcasts:

- Women at Work (hbr.org)
- The Working Genius Podcast with Patrick Lencioni | Podcast on Spotify

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***VALUES BASED INTERVIEWING:** ACT LIKE AN OWNER INTERVIEW QUESTIONS

- Tell me about a project that you didn't complete on time or went bad (admitting failure).
What caused it (responsibility)? What did you learn from it?
- Can you tell me about a time when you made a mistake -how did you handle the situation?
What was done to rectify the mistake?
- Tell me about a project you led to completion that you're really proud of.
- Scenario: You've misquoted a client -they now send in their order with the incorrect quote.
They're now on the phone, highly upset and raising their voices. What do you do?
- Tell me about the biggest challenge you have faced personally or professionally.

Alternative Q for entry-level positions -Tell me about the biggest challenge you've faced in college.
How did you get through it?

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*VALUES BASED INTERVIEWING: "GOOD PLANNING, GREAT RESULTS"

- What is your greatest accomplishment (personal or business) and what steps did you take to reach success?
- Tell me about a time when you were responsible for planning something, what was the result?
- Tell me about a time when you were responsible for planning something, where did you start?
- Tell me about a time when you had to "wing it". Why? How did you feel?
- How do you manage your personal schedule?
- How do you prefer to be managed, do you like a task list with deliverable dates or do you like to be given an end goal and be able to figure out the steps required to get there on your own?
- Tell me about a time you had to make a plan that involved multiple people.

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***VALUES BASED INTERVIEWING: "DO THE RIGHT THING"**

- Tell me about a time when you worked for someone that you didn't like. How did you deal with it?
- Tell me about a time when you worked with someone you didn't like. How did you handle it?
- Tell me about a time when you had to do something outside of your "job description". Why did you do it?
- Tell me about a time when you worked with someone who was the "weak link" on a team.
- Tell me about a time when you were the "weak link" on a team.

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*VALUES BASED INTERVIEWING: HUMBLE, HUNGRY, SMART

HUMBLE

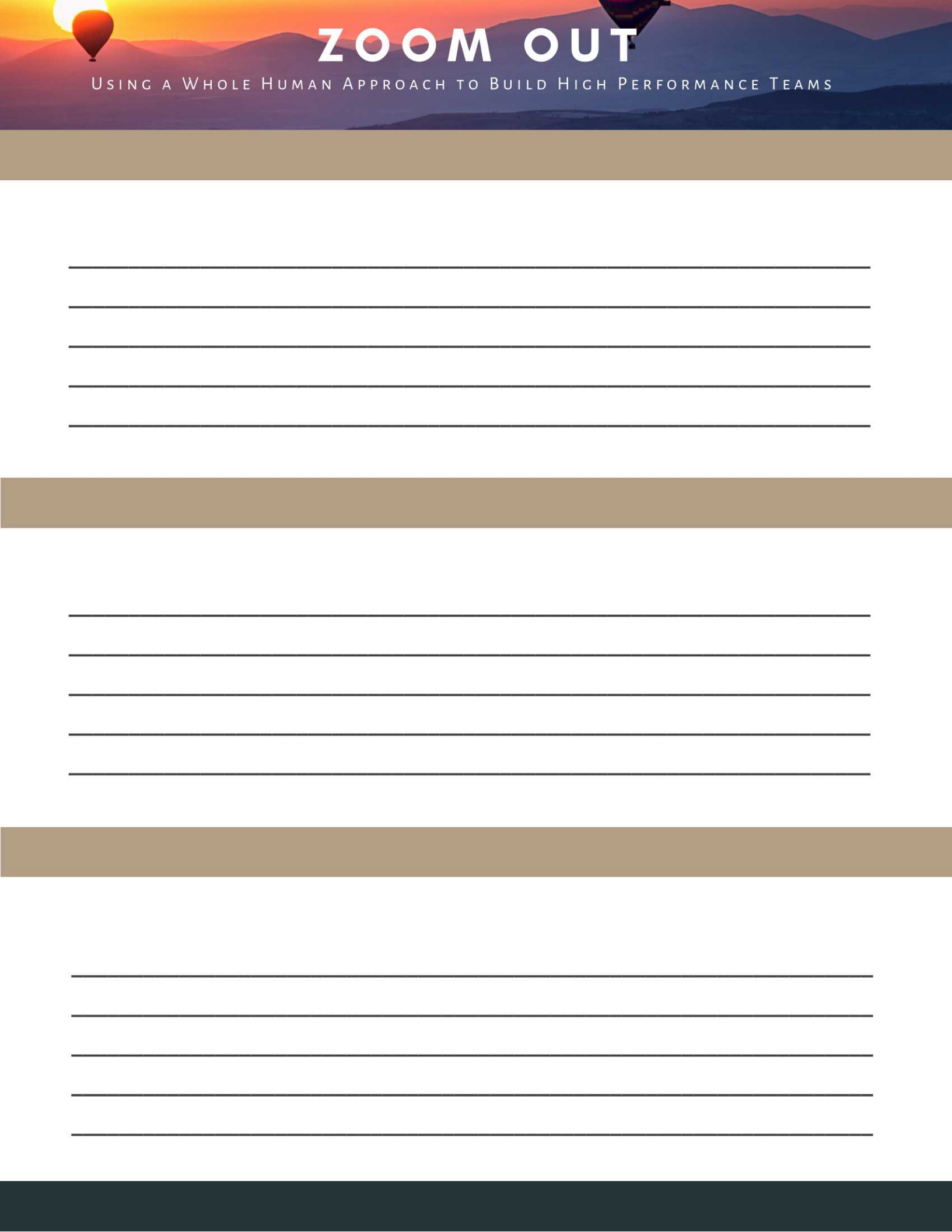
- How would your coworkers describe your work ethic?
- Tell me about your most impressive accomplishments in your career. ("We" vs "I")
- Tell me about the most embarrassing moment in your career. How did you handle it?
- Tell me about what you want to change about yourself.
- What would your friends say you need to change in your life?
- How do you handle apologies? (giving/ receiving)
- Tell me about someone that is better than you in an area that is important to you.

HUNGRY

- What's the hardest you've ever worked on something in your life?
- Did you work hard when you were a teenager? Be specific.
- What kind of hours do you generally work?
- What do you do when you're not working? (Look out for too many extra hobbies -time killers.)

SMART

- What's something you do that annoys others?
- What annoys you most?
- Give me an example of a time when you demonstrated empathy to a coworker.
- Describe your personality (Be aware of how accurate their self perception is versus what you are seeing/ feeling.)



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