

Self-Selection

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Self-Selection is a facilitated process of letting people self-organise into small, cross-functional teams. It is the fastest and most efficient way to form stable teams and is based on a belief that people are at their happiest and most productive if they can choose what they work on and who they work with.

A way of letting people choose which team to work in

WHY

From the data we collected we know that self-selected teams are:

- more stable
- happier
- more productive
- more motivated

Self-selection honours the principles of trusting people to be responsible adults who can solve complex problems and organise in a way that's best for the organisation and themselves.

We believe that organisations get the best results when people can choose what they work on and who they work with.

Happier,
more stable
teams

HOW

Organise a session where everyone gets together and chooses **which** team they want to work in, **what** they want to work on, **who** they do (and do not) want to work with and **how** they want to work.

Run a self-selection session

WHAT IF

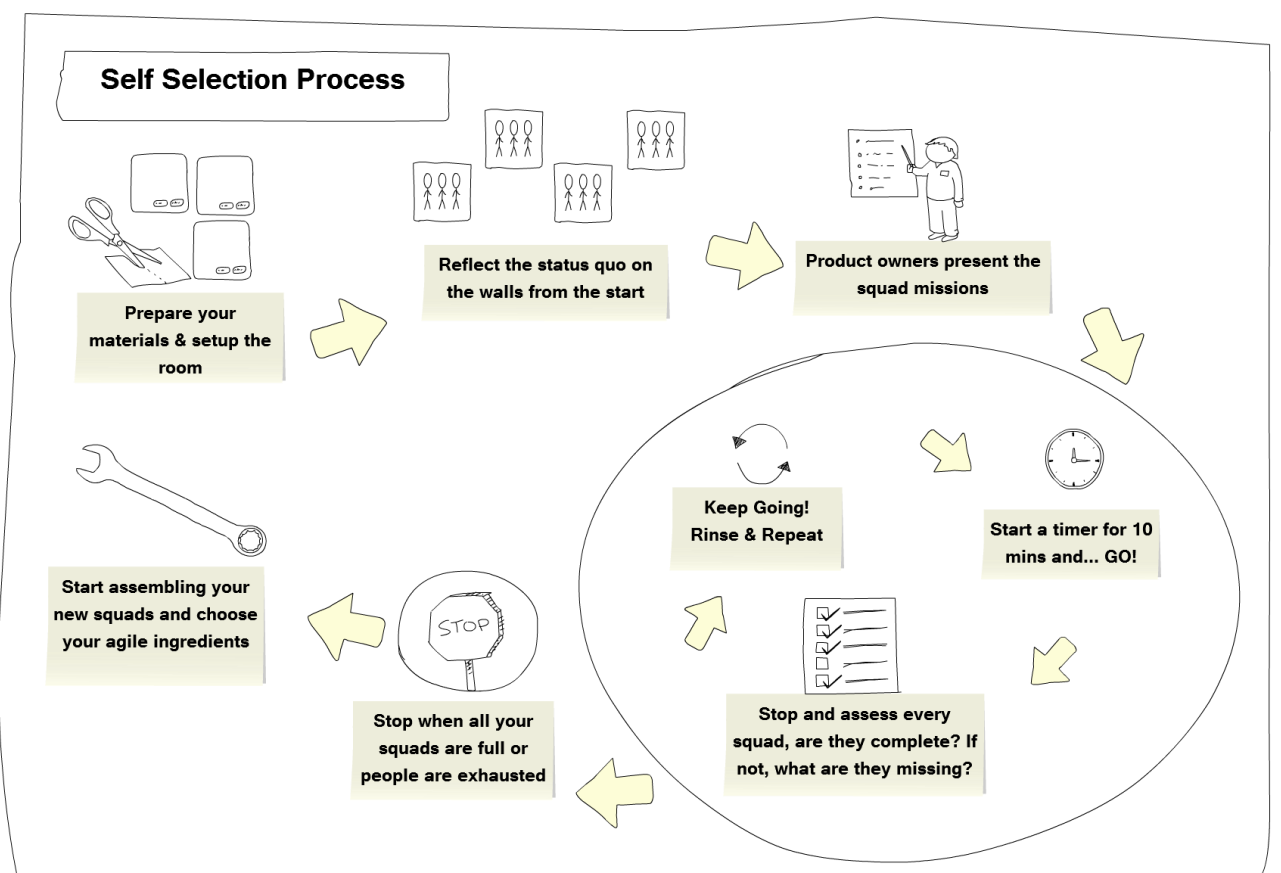
- No one wants to work in a particular area?
- Everyone wants to work on a particular team?
- No one wants to work with this guy?
- People get into fights?
- They get the wrong mix of seniors and juniors?

We worried about all of those scenarios ... but you know what? None of them happened! So Don't worry and focus on trusting people to solve the problem

RULES

- Rule No.1 - Do what is best for [insert company name].
- Squads should be 3-7 people
- Co-located if possible
- Capable of delivering end-to-end.

Resist the urge to add more rules. It will just add complexity and have flow on effects.



Would this work for you?

You probably have some fears or some what-if scenarios running through your head so if you aren't sure, then you could try running a 'Ship-it' day and observe how people interact and form self selecting teams. It is never certain but with trust and empowerment it can work anywhere.

If you try it then we would really like to hear about your experience so share it on your blog, twitter or shout it from the rooftops!

Try a Ship-it
Day!

Get the kit!

We have made some templates, a sample run sheet and tools to visualise progress. You can download it on the Nomad8 website:
nomad8.com/self-selection-kit