**How to build a team**

Those who aspire to be successful quickly realize that individual performance isn’t usually enough. Only a team of committed individuals can accomplish great things. So a leader’s job turns to finding, selecting, and cultivating an amazing team.

A team is all about the people – people with ambitions to achieve greater things. This also means a team is as good as the people in it. The only types of people you should hire are ones with proven capabilities or those who possess the right attitude to learn. However never hire capabilities alone. Their Attitude is as important as capabilities. Skills alone without the right attitude isn’t good for the team – in both integrity and management.

Managing a team is very difficult if you want to achieve the maximum – you have to keep the team morale high and them interested. In the team it is good to assign different roles which you have to value. It must be clear, which role does what. Naturally internal conflicts will slow down the team. This means they must be solved in a way that’s not only fast but also keeps the parties involved happy. Because, if a conflict isn’t solved quickly enough it could grow bigger and involve even more parties which could lead to situations, where the team simply doesn’t want to work together anymore and splits into various parties. This will affect everything in your team negatively.

Communication too is a heavy aspect which needs good management. Here every member should have a voice – getting their opinions and feedback is always good. When every team member evaluates the goals, they get attached to the outcome.

Naturally you have to set goals and celebrate the successes. This will motivate the team members and it would be even better, if you could give the members reward to make them feel visible and important.

My conclusion is: Hire people with proven capabilities or the potential, however the attitude is just as important as the other things. Hold the team integrity and morale high and the team will nearly run by themselves. As for the communication, manage it good – there can’t be enough communication between the members. Celebrate goals and make the team feel good, if they did something good – never make a single individual take the blame and make him feel bad in the team.