

# 5 WAYS TO BUILD A FUTURE-FIT TEAM

*Hint: It's not just about  
hiring great people*





# CREATE PSYCHOLOGICAL SAFETY

**Teams where people feel safe to speak up perform 27% better and are 76% more engaged.**

Tip: Foster open dialogue. Praise questions, not just answers.



# GET CLEAR ON WHAT SUCCESS LOOKS LIKE

**Alignment starts  
with clarity: on  
goals, roles, and  
purpose.**

Tip: Make expectations  
visible. Don't assume  
everyone defines "success"  
the same way.







# PAY ATTENTION TO TEAM DYNAMICS

**Great team fit  
isn't about  
personality, it's  
about interaction.**

Tip: Use tools (like HireGains) to map hidden dynamics: influence, communication, tension points.



# DESIGN FOR DIVERSITY, NOT JUST COMPATIBILITY

Aligned teams aren't  
identical, they're  
complementary.

Tip: Hire for cognitive  
diversity + shared values, not  
culture clones.





# 5 KEEP CHECKING THE PULSE

**Team fit isn't a  
one-off, it evolves.**

Tip: Regularly review alignment, energy, and engagement, especially during growth or change.





# BUILD TEAMS THAT DON'T JUST WORK. BUILD TEAMS THAT **WORK TOGETHER.**

*HireGains helps you identify  
and improve team fit from  
day one.*

