• **Talented, impressive Team, but the results are not.**
  
  - **Why?** This is typically due to hiring people based on technical abilities alone, with no attention paid to determining if the candidate has **evidence in their background of being a good Team Member.** The fact that a candidate is talented or even qualified for your open position, does not automatically mean that candidate is a good fit for your Team.
  
  - **Suggested Solution?** Ensure that your interview process vets the candidate’s ability to be a good Team Member on your Team. This means you need first to **identify the critical skills for success** in your organization, regardless of job title. Then, you make those the skills that are evaluated in performance reviews. These same skills become the questions in your interview process. Using proper scoring, the interview process will tell you when a candidate is – or is not – a match for your Team.