

# BUILD A SUPERSTAR TEAM

Evaluate your current team and potential hires for right person, right seat

	ATTRIBUTES	C PLAYER 1 2 3	B PLAYER 4 5 6	A PLAYER 7 8 9	SUPERSTAR 10	SCORE
1	<b>CULTURAL FIT</b>	Does not fit with team	Fits with some team members	Aligns with team and fits well with Hiring Manager	lives and breathes company culture	
2	<b>CORE VALUES</b>	Weak integrity	Has integrity and values honesty	Strong integrity, demonstrates company core values	Models company's core values to others	
3	<b>APTITUDE</b>	Does not get it; slow learner	Gets it but needs a little more time to understand position	Capacity for learning	Strategic thinker, quick learner, transforms the bottom line	
4	<b>AMBITION</b>	May jump ship for "better position," just a job	Short term splash, long term disappointment	Motivated, committed; position is part of career path	Passionate about success for themselves and company in the long-term	
5	<b>ABILITY</b>	Has not learned necessary skills for success	Learned skills but cannot demonstrate	Demonstrates learned skills	Leader in their field	
6	<b>EMPLOYEE: PERFORMANCE</b>	Complainer. Does very little actual work	Some level of work under supervision	Workhorse. Gets it all done	High productivity. Everything they do flourishes	
	<b>NEW HIRE: RESUME</b>	Embellished resume	Good background, decent skills	Ability for success	Operating in "unique ability"*	
<b>SCORE KEY:</b> 0-18 C Player   19-36 B Player   37-54 A Player   55 - 60 Superstar					<b>TOTAL</b>	

\* "unique ability®" is a registered trademark of Strategic Coach