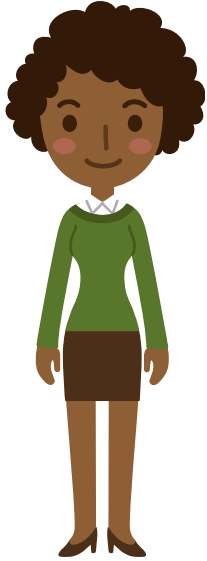


CRITICAL TALENTS AND SKILLS

for virtual team members



Seek out team members comfortable with solving problems on their own and in collaboration with others, are excellent communicators and self-directed learners.



1. Self-Directed

One of the most important behavioral characteristics of a virtual team member is their ability to self-direct, organize, reduce distractions and plan their work.



2. Clear Communicator

Communication is paramount both in written and verbal form when working virtually. Team members with strong communication skills usually form better relationships with their manager and team.



3. Deadline Driven

Meeting deadlines without much oversight and constant check-ins is the name of the game when virtual. The ability to shut out distractions, stay focused and get down to business is a must.



4. Relationship Builder

Having a high comfort level with reaching out and getting to know other team members will help create a culture of connection, which is a key component of team success.



5. Trustworthy

Effective virtual team members practice both predictive based trust and vulnerability based trust. They know this is the fastest path to building a cohesive team that can accomplish great things.



6. Emotionally Committed

Emotionally committed virtual employees who care deeply about the success of their team, stay in their jobs longer, go above and beyond expectations, get sick less often and consistently surpass their goals.