

BUILDING YOUR DREAM TEAM

**Presented by
Circulation Working Group
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PANELISTS

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HIRING THE RIGHT PEOPLE

- ❤️ Attitude, Mindset, and Potential
- 💬 Teamwork & Communication
- 🙌 Accountability & Adaptability
- 🧠 Skills Taught vs. Natural Abilities



DISCUSSION

What do you look for in applicants?

What interview questions work best?

What shows someone will be a good fit?

What hiring lessons have you learned?



ONBOARDING & TRAINING



First Days / Weeks / Months



Different Approaches



Avoiding Overwhelm



The Buddy System



DISCUSSION

What does successful onboarding look like?

What do new staff usually struggle with?

What training change made the biggest impact?

When is someone ready to work independently?



STAFF DEVELOPMENT

-  Regular Check-ins
-  Feedback & Evaluations
-  Goal Setting
-  Opportunities & Growth



DISCUSSION

How do you encourage ongoing learning?
How do you support employee growth?
How do you handle tough conversations?
How do you mentor and coach staff?



BUILDING YOUR DREAM TEAM

- 👤 Hire people who fit your mission.
- 💪 Support them as they learn and grow.
- 🌟 Give them opportunities to shine.

Great teams are built over time through intentional choices, support, and growth.



OUR CONTACT INFO

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**DOES ANYONE
HAVE ANY
QUESTIONS?**



THANK YOU

