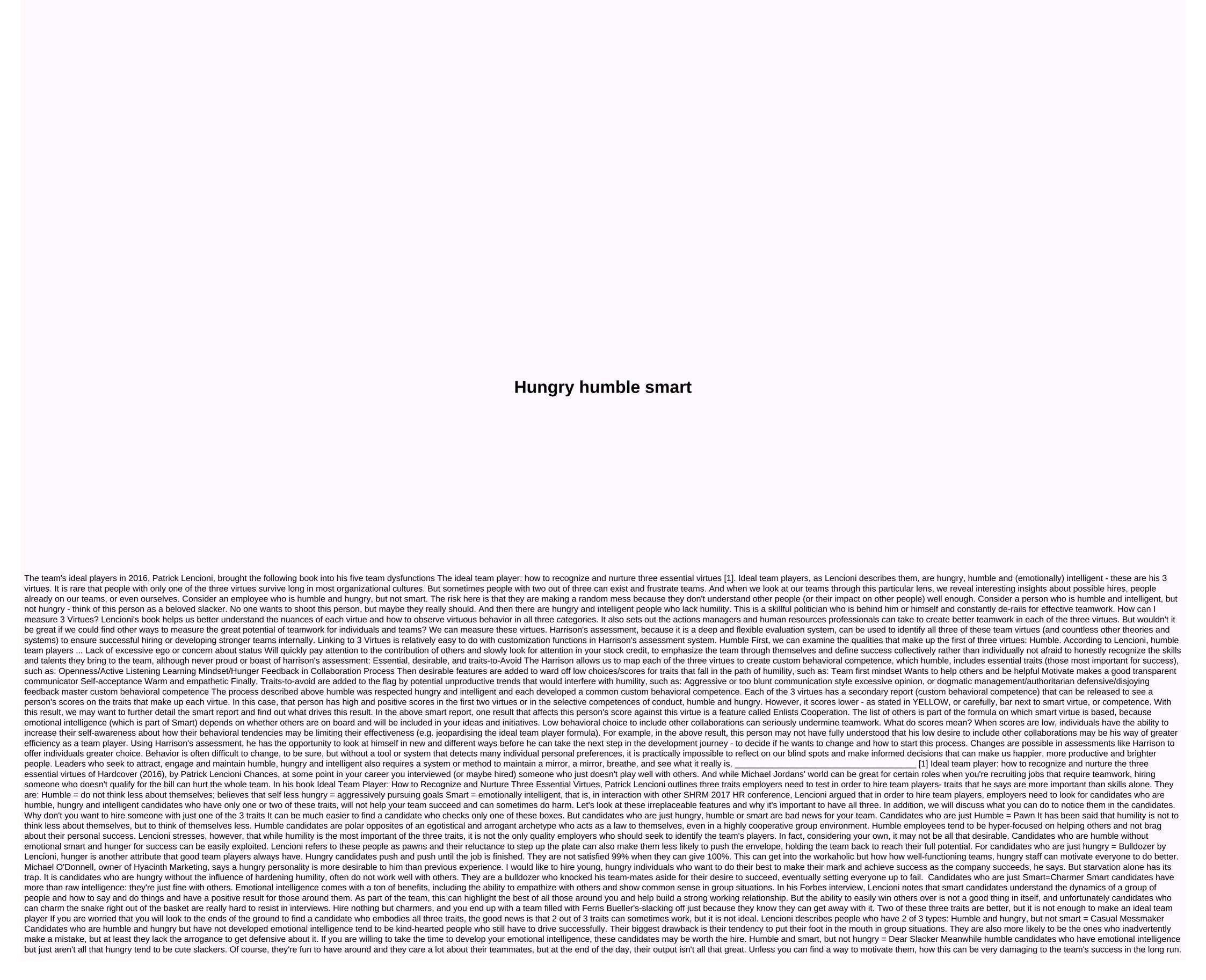
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Their colleagues will have to take their stiffness, and the rising frustration undermines everyone's morale. Hungry and smart, but not humble = Intelligent politician The most dangerous combination of traits, Lencioni says, are smart and hungry candidates who lack humility. Think politician They're skilled with people and know what they're most likely to stab someone back for the first chance they get. There's just no room for those people in the team, so try to avoid them at all costs. After all, you should not account for compromises. If you sand the rearly awes mart, hungry and humble candidate The first step in hiring team player skifled world. Lencioni offers to conduct unconventional interviews during football practices or even take candidates shopping. Charles Schwab CEO Walt Bettinger takes candidates to the restaurant and deliberately assures the waiter to mess up his order to assess how well they respond to mistakes, A person who will curse or be unforgivable towards waitstaff is not something you want in your squad. Remove siloed interviews. For those who want an office interview, removing siloed interviews and then another interview to look out for areas that you are sure of (think of 3 values). Another option is to do a panel interview, the same conversation and make sure that no one understands. After all, some people are more aligned than others that recognize personality traits. Keep pushing candidates to answer: Lencioni is also advocating for law & order school interview, our applicants! If they skirt around the question, ask him again, and keep asking until you get an answer. If you have nagging doubts that the ends up snaps you up for a pushy technique that they are hungry for, try to scare them with sincerity. If you are not sure what they are hungry for, try to scare them with sincerity. Evep pressing them about how serious your company: Lencioni gives Southwest Airlines an example that rigorously tests a sense of humor in its pilots by asking them to grab a pair of khaki shorts for th

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