

# The Science (and Tech) to Build Your Best Team



icims + Criteria

## Top 10 Skills of 2025

- 1 Analytical thinking and innovation
- 2 Active learning and learning strategies
- 3 Complex problem-solving
- 4 Critical thinking and analysis
- 5 Creativity, originality, and initiative
- 6 Leadership and social influence
- 7 Technology use, monitoring, and control
- 8 Tech design and programming
- 9 Resilience and stress tolerance
- 10 Reasoning and ideation

Source: Future of Jobs Report 2020, World Economic Forum

**“Building winning teams is primarily a selection decision.”**

– VP of Assessment Science, Criteria Corp.

## 5 steps to build a winning team

- 1 **Look beyond the resume**  
Key qualities that individual contributors bring to successful teams include cognitive ability, work ethic, playing well with others, receptivity to feedback, drive, ambition, and integrity.
- 2 **Promote diversity**  
It drives bottom line business results by empowering innovation that enables organizations to leapfrog over competitors in their fields.
- 3 **Ensure a value fit**  
Align candidates with the core values and beliefs of the organizational culture.
- 4 **Advance top talent**  
Chart paths to promote internal advancement.
- 5 **Cultivate psychological safety**  
Support an environment that allows team members to feel safe, take risks, and be vulnerable in front of each other.

## Psychological safety in the hybrid workplace

When there is psychological safety, team members know they can share opinions or mistakes without being ridiculed or punished.

Strategies for managers of hybrid teams:

1. **Open the discussions** with an honest conversation that recognizes team members’ challenges.
2. **Go first** by sharing your own working challenges.
3. **Take it slow** and don’t expect employees to open up immediately.
4. **Communicate with your team** when their transparency benefits for the group and its members.
5. **Adopt zero tolerance and push back against negative comments** directed towards remote workers, such as, “We really need to see you more.”

Source: [Harvard Business Review](#)

The tech you need to succeed

**Here’s how iCIMS solutions can help**



**“People are the primary drivers of transformation. Who you hire, how you hire, and when you hire have become critical decisions that will impact your business for the next decade.”**

– Steve Lucas, CEO, iCIMS



**Career Sites** help you capture the attention of your next hire and cast a wider net to attract historically excluded groups.



**Candidate Relationship Management** surfaces relevant candidates based on skills to help reduce bias and reduce or eliminate manual sorting.



**Talent Assessment** integrations are scalable and let you test for inherent skills and character traits that aren’t listed on a resume.



**Video Interviews** allow you to connect with global candidates easily through inclusive, engaging, and scalable outreach.



**Dynamic Candidate Profile** removes unconscious bias from screening and can help promote diversity while enhancing candidate profiles with rich data offering multidimensional views.



**Video Studio** allows you to authentically share your organization’s culture and attract right fit candidates through employee-generated video testimonials.



**AI-Driven Candidate Matching** can help retain top performers by identifying internal opportunities to grow and contribute to the business.



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