

# Self-Selection

## Self-Selection

A way of letting people choose which team to work in

A facilitated process of letting people self-organise into small, cross-functional teams. It is the fastest and most efficient way to form stable teams and is based on a belief that people are at their happiest and most productive if they can choose what they work on and who they work with.

## WHY

Happier, more stable teams

From the data we collected we know that self-selected teams are:

- More stable
- Happier
- More productive
- More motivated

Self-selection honours the principles of trusting people to be responsible adults who can solve complex problems and organise in a way that's best for the organisation and themselves.

We believe that organisations get the best results when people can choose what they work on and who they work with.

## Rules

- Rule No.1 - Do what is best for [insert company name].
- Squads should be 3-7 people
- Co-located if possible
- Capable of delivering end-to-end.

Resist the urge to add more rules. It will just add complexity and have flow on effects.

## HOW

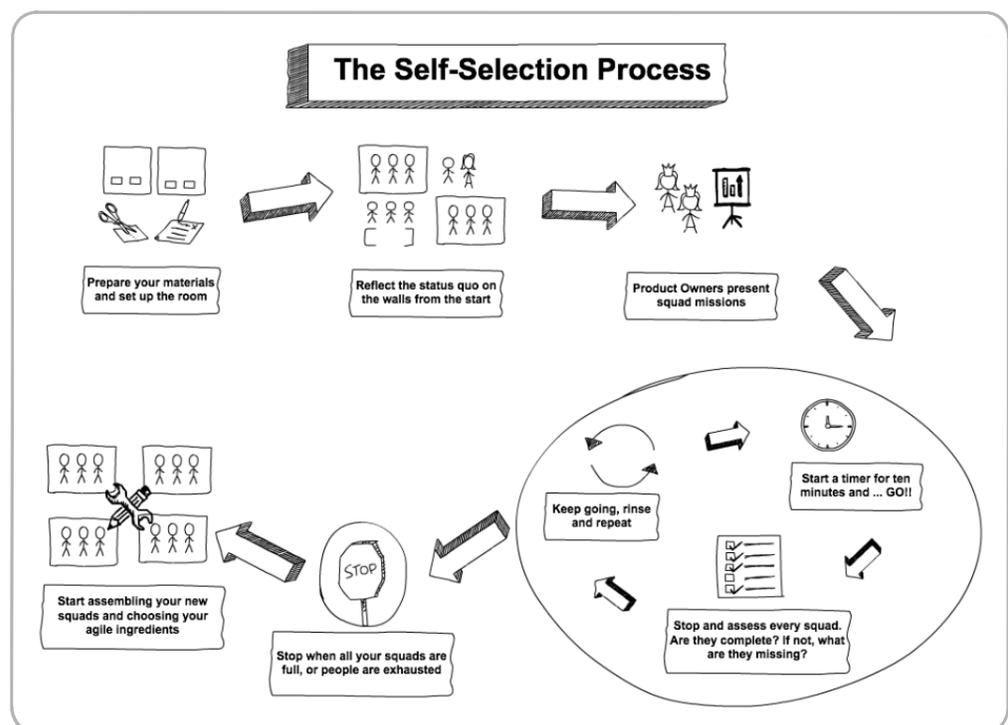
Run a self-selection event

Organise an event where everyone gets together and chooses which team they want to work in.

## WHAT IF

- No one wants to work in a particular area?
- Everyone wants to work on a particular team?
- No one wants to work with this guy?
- People get into fights?
- They get the wrong mix of seniors and juniors?

We worried about all of those scenarios... but you know what? None of them happened!



## Would this work for you?

You probably have some fears or some what-if scenarios running through your head so if you aren't sure, then you could try running a 'Ship-it' day and observe how people interact and form self-selecting teams. It is never certain but with trust and empowerment it can work anywhere.

Try a "Ship-it" day!

## Get the kit!

We have made some templates, a sample run sheet and other good stuff for you to use:

<http://nomad8.com/team-self-selection-kit/>

We'd like to hear from you!

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