



Choose Self-Motivated People with Initiative

One aspect of working on a virtual team is the ability to be self-motivated and self-disciplined enough to finish the job without someone looking over your shoulder. When building your virtual team, choose employees that show self-motivation characteristics, such as making goals and having strategies for completing assignments.

If looking to utilize current employees, look for employees who have had a proven record for getting assignments done and sticking to what they want to accomplish. If hiring from outside the company, look at the person's resume and see what kind of success they have had and how they reached it.

Characteristics of a self-motivated person:

- They don't fear failure
- They have definite goals
- They make plans
- They are flexible when faced with a problem



The manager must find employees that can work well under minimal supervision and can function with different types of technology.