

BUILDING THE TEAM YOU WANT

How to Attract the Detailers You Need on Your Team

CHARACTERISTICS OF GREAT DETAILERS:

- **Effective communicators**
- **Flexibility and ability to adjust on the fly**
 - *E.g., can you adapt when the conversation goes a different direction, etc.*
- **Ability to overcome rejection**
- **Resilient**
- **Ability to bring the ‘woo’!**
 - *E.g., an engaging personality – in a genuine way, etc.*
- **Ability to find common ground**
- **Awareness of health equity and stigma**
- **Intellectual curiosity**
 - *E.g., willingness and eagerness to learn, etc.*
- **Internal drive**
 - *E.g., vision, motivation, belief in the importance of what they are doing, etc.*

TEAM STRENGTHS:

- **Adaptable when things go in a different direction**
- **Capable of doing the job**
 - *E.g., quick learners, intelligent, etc.*
- **Strength in differences: Diverse team with unique backgrounds**
 - *E.g., multiple professions, unique knowledge, etc.*
- **Complimentary skillsets on the team**
 - *E.g., some are good organizers, some are good communicators, etc.*
- **Creative team**
- **Team gels together**

AREAS FOR GROWTH AMONG TEAMS:

- **Getting everyone on the same page**
 - *E.g., setting the culture, what is our message, etc.*
- **Sharing their experiences with each other**
 - *E.g., opening up more so others can learn.*
- **Struggle to work on behalf of the state health department**
 - *E.g., creates distrust among providers, state leadership can be a barrier, etc.*
- **Staying connected (for teams across a large geographic area)**