

# How Google Builds the Perfect Team

Link: <https://www.youtube.com/watch?v=v2PaZ8NI2T4&t=7s>

Listen only from 00:00 to 1:08!

## Part 1:

One of the biggest questions is “How to build the perfect team” and in fact, about four years ago, Google invited me to come 1) \_\_\_\_\_ with them because they were in the middle of a big project, called Project Aristotle, a huge data study to try and figure out how to build the perfect team at Google.

Initially, their hypothesis was that the best teams are teams where you 2) \_\_\_\_\_ who like each other. And maybe you need a good mix of extroverts and introverts, maybe you need people who are friends away from the 3) \_\_\_\_\_, and so they looked at the data, and they did 4) \_\_\_\_\_ and they found that *who* was on a team actually didn't matter at all. They couldn't find any correlations between 5) \_\_\_\_\_ and team success so, then, they started looking at *how* a team interacts, and this is where suddenly everything 6) \_\_\_\_\_, because what they found is that the people *who* are on a team matter much, much less than *how* those people interact. That you could have enemies on a team together, or you could have 7) \_\_\_\_\_, or friends, or people who don't get along, or all introverts, or all extroverts and, as long as they treat each other a certain way, as long as there's a certain 8) \_\_\_\_\_, then that team will gel.

## Questions

1. What are some ideas of perfect teams Google explored at the beginning of the study?
2. Is it important to have a good mix of personalities in a team? Why?
3. What is the key element of the perfect team?
4. What do you think two behaviours of perfect teams might be? Guess!

## Vocabulary

**To interact (v):** to communicate with or react to someone (human or animal).

**To figure out (pv):** to understand or solve something.

**Introverts (n):** someone who is shy, quiet, and prefers to spend time alone.

**Extroverts (n):** an energetic person who enjoys being with other people.

**To get along (pv):** to like someone in a friendly way, to have a good relationship.

**To gel (v):** to work well together