Resource Like a Pro: 10 Expert Tips for Building Your Dream Team

Got a mountain of work piling up? Thinking about bringing in some extra hands? Here are ten things to keep in mind when you're ready to expand your team.

1. **Scope Your Work:** Start by taking note of what work needs to be done (deliverables), the volume of work and how often will you need the help - is it ongoing or a one-time project? What are the skills needed, and how integrated the resource needs to be within internal teams and systems?

2. **Budget Wisely.** Take a good look at your budget. Do you need flexibility because your budget is unpredictable, or are you trying to get maximum output for lowest possible cost? Determining whether cost, quality, or time is your most flexible requirement will help with prioritization.

3. **Flexibility is Key.** Consider how flexible your resourcing mix needs to be with scheduling and deadlines. Do you need resources who can jump in on short notice, or can they work on a more predictable schedule?

4. **Project Management Matters.** Managing work across multiple freelancers can be tricky. Think about what level of project management and admin support you'll need. Can the resources you're considering coordinate and stay on track without adding to your own workload?

5. **Integration Counts.** Some resource types mesh better than others with your internal team, systems, and processes. Decide if you need resources who can attend internal meetings and access internal tools, or if more independent resources will meet your needs.

6. **Scalability is Important.** What happens when project demands increase or decrease? Make sure your solution can scale both up and down with your needs. You don't want to create a bottleneck, nor do you want to have too much idle capacity.

7. **Communication and Collaboration.** Consider how much teamwork will be needed. Can the resources facilitate smooth interactions, or do you foresee potential communication gaps or breakdowns?

8. **Accountability and Reliability.** Think about how much the work requires the resources to be dedicated and committed to your projects as their top priority. Choose the resource option that you can count on to put your needs first when you need them to.

9. **Expertise Matters.** What skill sets are needed to complete your work? If you're tackling something complex, you'll want to choose resources that can handle all facets of the project with the right skill level and focus.

10. **Define what Success looks like.** Finally, think ahead! What are the long-term effects of bringing in this resource? Consider how it might influence future budgeting, planning, and your ability to pivot.

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