



SAM ALTMAN'S THOUGHTS ON TEAM

What should every team have?

- Optimists
- Idea Generators
- 'We'll figure it out'
- 'I've got it'
- Action bias
- The Blessing of Inexperience

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Discuss with a partner

- What's your initial reaction? Why?
- Which personality traits does your team have? Which are missing?
- How might you overcome this characteristic gap?

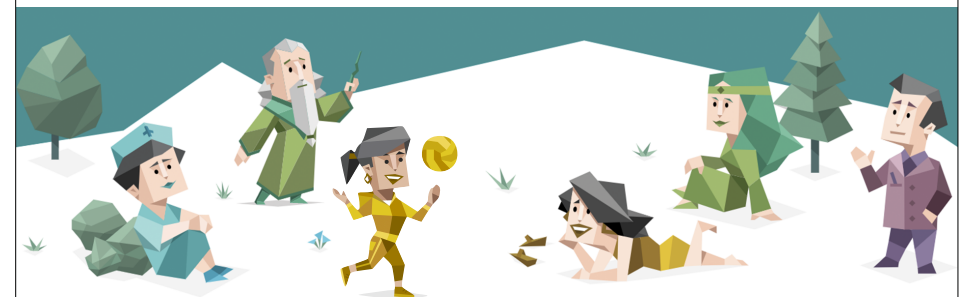
OVERCOMMUNICATE
WITH
YOUR TEAM.

FOR SOME REASON MOST FOUNDERS
ARE REALLY BAD AT THIS ONE.

TRANSPARENCY IS YOUR FRIEND.

Sam Altman

WHAT'S YOUR "PERSONALITY TYPE"?



A TOOL TO DEEPEN OUR AWARENESS

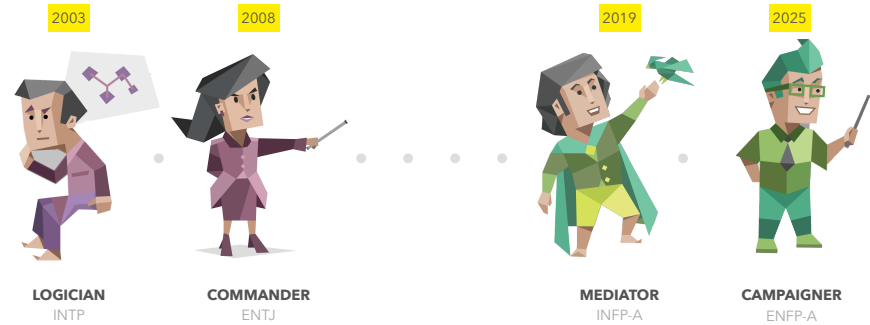


Understand yourself

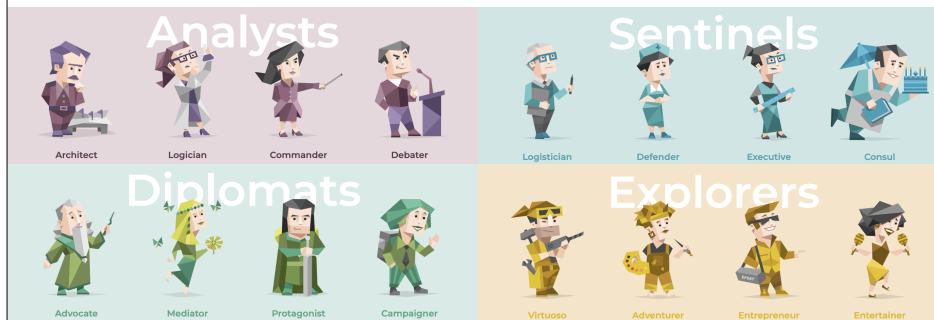


Understand others

BRIAN'S EVOLUTION OVER THE DECADES



WHICH ONE ARE YOU?



16 PERSONALITIES: RESONANCE

By yourself

- Quickly scan your type's report on "Workplace Habits"
- Capture anything that resonates, or any advice/tips that are helpful
- 5 minutes**
Dig into details another time

Explore Your Type

Introduction

Strengths & Weaknesses →

Romantic Relationships →

Friendships →

Parenthood →

Career Paths →

Workplace Habits →

Conclusion →

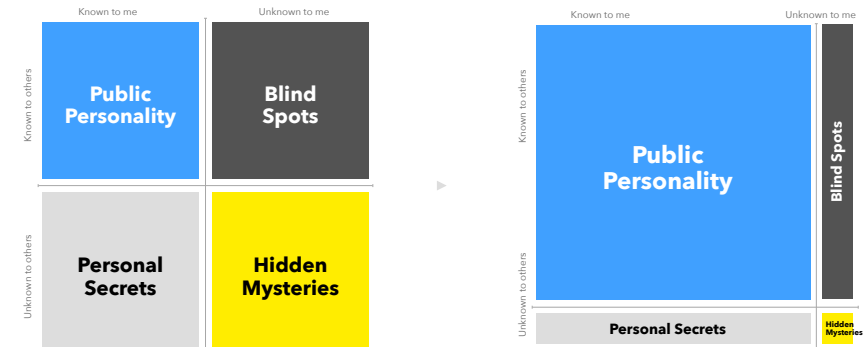
Premium Campaigner Suite →

16 PERSONALITIES: EXCHANGE

Discuss with a partner

- How would you summarize the report?
- How accurate was it? What did you agree with? Disagree?
- How might your personality type contribute to your current startup/team dynamics?
- 5 minutes

JOHARI WINDOW: PERSONAL REVELATION



JOHARI: OPENING THE WINDOW

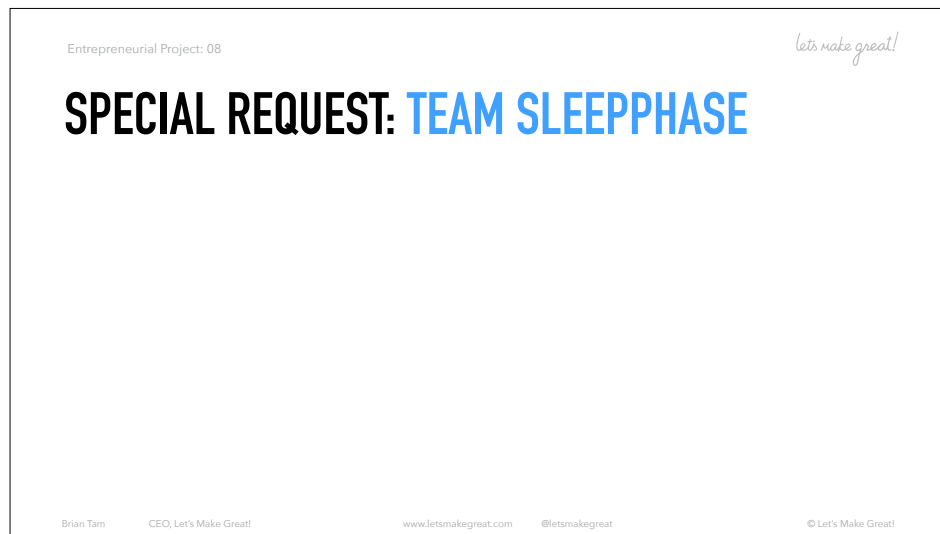
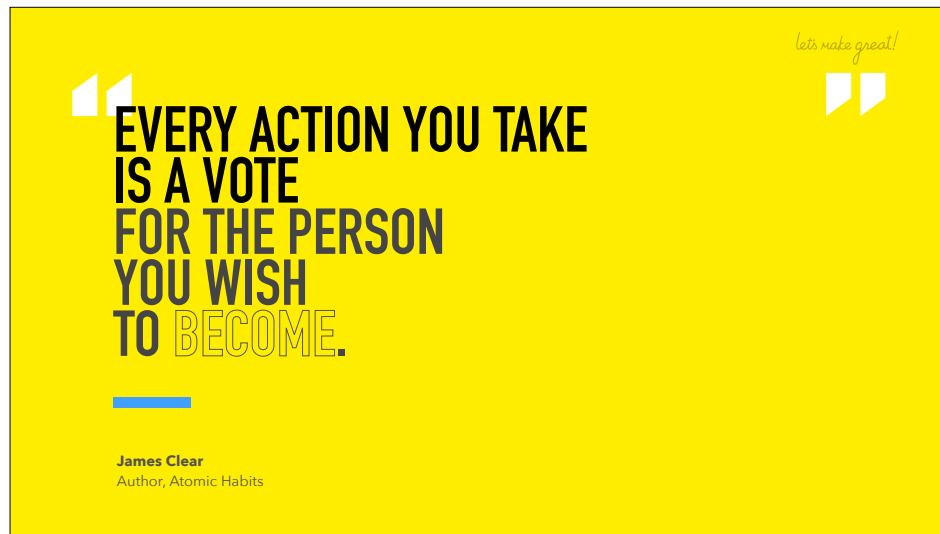
Discuss with a partner

- How might you expand your public personality?
- What "personal secrets" could you let go of? How might you discover your blind spots?
- How would you communicate to others their blind spots?

EXCHANGING POSITIVITY

Write 3 short encouraging messages

- **To anyone in the class**
Maybe you want to recognize:
 - their hard work,
 - their constant creativity, or
 - just how friendly they've been.
- Try to spread your answers so **everyone gets 1+**
(Include your name to make it extra meaningful)



CASE STUDY: SAME PROCESS AS LAST WEEK

3 cases picked from your reflections

- **Read through situation**
(next slide, anonymized)
- **Discuss with a partner**
10 minutes
- **BT will pick someone randomly**
to share their thoughts

1. What problem do you identify? Why is it happening? The root cause?
2. How is this similar or different to your project's situation?
3. How would you approach it? Why?

CASE (1)

We have 2 pitch competitions coming up. Each requires slightly different slides, and that all takes time. I'm excited to pitch, gain more exposure and potentially some money, but it's obviously not guaranteed either.

Also mentors keep giving us conflicting advice—one says we should focus on B2B, another insists we target consumers first. And we have a follow up meeting with a local angel, but his initial feedback was already to revamp our business model.

So all this feedback is confusing and the schedule is out of control. But we need all the support we can get.

CASE (2)

I'm worried about my team. Monday is our co-working day but it often doesn't happen for various reasons. When we do meet, we talk over each other – one tries to finalize design choices, and another wants to pivot the entire concept.

I tried setting a shared Trello board for tasks, but no one updates it. The group chat is mostly ignored, and there's no progress for days.

Meanwhile, we got a chance to collaborate with a nonprofit that loves our mission. I'm worried we'll miss the opportunity because we can't even agree on a next step. Do we invest energy in re-aligning the team, or should I just keep pushing forward?

“YOU’LL OFTEN
HEAR
CONFLICTING ADVICE
ABOUT
EVERYTHING
BUT
‘BUILD A GREAT PRODUCT’.”

THIS MEANS YOU CAN
GO EITHER WAY
ON MUCH
OF THE REST OF IT
AND
IT DOESN'T REALLY
MATTER.
JUST MAKE A DECISION
AND
GET BACK TO WORK.
PRODUCT/MARKET FIT
IS WHAT MATTERS.
YOU CAN — AND WILL
— MAKE A LOT OF
MISTAKES.

Sam Altman

Entrepreneurial Project: 08 *let's make great!*


TEAM

Co-Working Time

Brian Tam CEO, Let's Make Great! www.letsmakegreat.com @letsmakegreat © Let's Make Great!

Entrepreneurial Project: 08 *let's make great!*

EVENT: PRODUCT-MARKET FIT



Startup Grind Lisbon
2,559 followers
39m · 📍

Have you ever built something that just didn't take off? You got some users, but none of them really came back?

That's right... You missed Product-Market Fit, the holy grail every entrepreneur searches for when building their MVPs 🚀

Our next Startup Grind event will focus on how to find PMF where entrepreneurs will share their journeys to discovering this elusive holy grail! 🏆

Join us to gain valuable insights, connect with fellow entrepreneurs, and enjoy an unforgettable evening! See you there!

📅 April 24th, 6pm
📍 **The Fintech House**

🔗 Sign up here: <https://lnkd.in/eKJVj632>

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Entrepreneurial Project: 08 *let's make great!*

TEAM TIME: REMAINING TIME

This is your time

- ◆ **Use it for:**
 - ◆ weekly meeting
 - ◆ co-work sess
 - ◆ feedback from other teams/Brian

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let's make great!

“YOUR WILLINGNESS TO FAIL IS WHAT WILL LET YOU SUCCEED.”

I'VE PROBABLY FAILED MORE OFTEN THAN ANYBODY ELSE IN SILICON VALLEY. THOSE DON'T MATTER. I DON'T REMEMBER THE FAILURES.

Vinod Khosla
Indian-American Entrepreneur & VC