Many factors determine the success of an undergraduate research team. In my experience, the characteristics commonly requested on application forms, such as courses taken or GPA, are far less important than, say, collegiality or resilience. In this talk, I'll describe the characteristics that have differentiated my most successful student research teams from my least successful teams, and I'll offer some suggestions for how to craft high-performing, diverse, and inclusive teams. (Received September 03, 2019)