



PERSONAL PRINCIPLES

01 When you can find me at work...

Times are in GMT

- Ideal day starts at 0900AM and ends by 1730/6PM on a weekday so I can have some intentional time exercising before work (7AM-9AM) and after (6PM-8:30PM) work.
- I like to carve out 30 minutes at the beginning and end of each day to make sure I set myself up for success. Usually that means I'm offline during those periods creating/refining my daily plan or documenting the day.

02 If you need something from me...

- Whatsapp is the best way to successfully get a response from me. I try to be prompt in responding to people in Whatsapp as long as it's during my normal day.
- Voicemail is the worst way to get in touch with me. I never listen to it so don't bother.

03 The best way to give me feedback...

- I prefer getting/giving feedback face-to-face (in a Zoom meeting will work)
- sharing examples of how/what I could do better/different goes a long way in helping me be successful in working with others
- Honestly and with a good intention rather than just slagging me



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04 Things I need...

- About 5% of the information if you want me to be convincing in pretty much any capacity but anything more will only make me more convincing
- I don't like flying a kite, but I can
- autonomy to make decisions.
- clearly defined vision. If you want to unleash me on a project, give me the vision. I will sort the rest.
- autonomy to make decisions. Don't ask me to do stuff then keep getting sign-off.
- my work purpose aligns with my life purpose.

05 I love...

- my family. They will always be a driving force behind how I make decisions about my career, never the other way around.
- interacting and collaborating with others.
- having banter but not at the expense of delivering or winning work
- Exercising
- Wim Hof breathing
- Fucking around
- Learning especially personal development and understanding people more



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06 I find energy in...

- Banter
- Others
- Workshopping ideas
- Travel
- Learning
- Personal Development

07 I struggle with...

- Being managed by arseholes
- Being micromanaged
- selling anything that I don't believe in.
- unnecessary chaos. I embrace intentional chaos that helps to build resiliency. I do not like chaos that's created "organically" because there was no effort in creating order.
- silos. It's important for me that people are able to work with the least amount of friction.
- No get up and go
- Drainers (bring out the absolute worst in me)



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08 What I expect of my teammates...

- Energy - Solutions not problems
- Be honest. I want to know the reality of a situation, not what someone thinks I might want to hear to not be upset.
- See the best in me. I'm a hard worker who will strive to give it my all but I am human and I often question my abilities so be gentle if you are landing particularly harsh feedback or I will struggle!
- Be human. We're in this experience together and I know my expectations are just that: expectations. I'm human. You're human. Let's be humans, acknowledge we're humans and act accordingly.
- Be kind. This is caring about people enough to have hard conversations (rather than skirting around them) but tempering those conversations with being a decent human being.

09 What my teammates can expect of me

- Serious energy
- 95% of the time a good, positive mood and outlook
- All of the points listed in the What I expect of my teammates... section.
- I will always investigate before I initiate on projects, tasks or conversations. I want to make sure I understand something before starting work on it so that I can do awesome things
- I am pretty much always on but I use the weekends to reset my batteries and post 9pm I am shocking for everyone!