



### What people like and admire about me...

- I'm open, honest and loyal
- I explain why I think things, to help people understand me and my decisions
- Because I explain why I think things, people tell me I'm good at telling stories and making sense of things, often using pictures or diagrams to find a different way to describe things
- I'm confident when I know the subject
- I have high standards and want to impress others
- I don't pretend and I'm happy to admit that I don't know some things
- I'm consistent in my behaviour and decision making

### What's important to me...

- I value honesty and integrity and don't like to imagine that others don't have similar values, I therefore struggle when I discover people can be less than truthful sometimes
- I like to feel relevant and to have knowledge, skills and experience that colleagues and customers need and value
- I like to make a difference, and am motivated by progress, rather than maintaining things as they are
- I like to have some control and influence over how and why I do things as well as what I do and when I do it
- I like to understand the context and rationale for situations and decisions that impact me
- I have keen senses of both sight and sound and like things to look "right" and "fit" in their context
- Outside of work, I enjoy peaceful time with my family, and am often outdoors with family, dogs and/or my bicycle

### How to support me well at work...

I am thoughtful and reflective and therefore very much welcome regular feedback, as otherwise I can scenario plan various outcomes

I like to understand the rationale for what I do, so offer me more context than you might imagine I need so that I don't have to invest time guessing or surmising

I work best when I know what's expected of me, so help me understand the parameters I need to operate in and where are the lines I can't cross without engaging others. Also try to avoid unnecessary spontaneity

Engage me where you're genuinely interested in my input/opinion, because as a reflector, I may otherwise invest heavily in a topic that proves a distraction from where you really want me to focus.