



JOSH



What People Like and Admire About Me:

- I'm creative/quirky - I'm willing to try new things and I often see things from a different perspective.
- I'm easy going - I go with the flow most of the time, and very few things are upsetting to me.
- I'm supportive - I'd much rather focus on solutions than on problems, and if I'm helping someone else I might see creative/easy solutions we haven't tried.

What 's Important to Me:

- My dog, Wesley, is my best friend. I want to know that he is happy and healthy.
- Having time to think about and work on creative projects.
- Feeling safe to express my thoughts or opinions, even if others disagree.
- Being able to trust other team members to follow through on responsibilities.
- Being challenged, but not overwhelmed.

How to Support Me:

- Share your ideas and thoughts with me. It will help inspire me to think big.
- Let me think big, but offer practical support (rein me in) about what steps to take to actually accomplish ideas or goals.
- I might need reminders about important deadlines or responses you're waiting for.
- Bear with me when I complete things right before the deadline. That "pressure" seems to make me work more creatively.
- Tell me when I've "missed the point" during a conversation or when I'm answering a question. I sometimes just misinterpret or misunderstand things. It's not on purpose.
- Take initiative to lead. It reduces the pressure on any one person and builds trust.