

Who I Am

Environment

"I want to foster a space where..."

- o It's okay to ask questions
 - Even moreso, it's a space where folks enjoy asking (and answering!) them
- o Failure is expected, acceptable, and fast
- o We know the person, not just the teammate
- o We push to better the team, not just ourselves
- o We meet folks where they're at. Diversity is welcomed and celebrated

Aspirations

- o I aspire to provide a sense of security for my team
- o I aspire to help my team become more autonomous

Style

- o Easygoing
- o Honest
- o Supportive
- o Advocative

Why do I lead?

- o It brings me joy to lift others up & see them succeed
- o I want to help foster an environment of safety and security for others
 - "Be the boss you wish you had"
- o I believe I can make others better through example (as a leader and an IC)

My values

- o Honesty
- o Transparency
- o Clarity
- o Security

Things to improve upon / current weaknesses

- o Avoiding people pleasing for people pleasing's sake—strategically saying “no”
- o Learning the business
- o Speaking at a design level more strategically
- o Being direct in my communication

My perspective on AI

- o It has the potential to be a great tool...
 - Save time, add value, free up mental load, build tools
 - “Replaced by AI” → “Replaced by a dev using AI” mindset
- o ... and it has the potential to be a crutch.
 - Not only something on which we might over-rely, but something on which we over-rely while it’s simultaneously not 100% accurate. Worst of both worlds!
- o Hopeful that we see an uptick in conversation about its environmental impact

My Approach to Feedback

- o Always operate from an assumption of good faith
 - Strive to observe patterns and not make assumptions based on one-offs
 - Fluke → coincidence → pattern
- o If I have (or receive) valid constructive feedback for you, I will do my best to share it with you within a week
- o If you have feedback of any kind for me, I encourage you to share it out as soon as possible so that we can clear it and I can address it in a timely manner.
 - If you prefer to share this feedback with me anonymously, please do so at the following link: (I include a link to an anonymous ad-hoc feedback form)

My Life Outside of Work

- o We all have one, and I’d love to learn more about yours if you’d like to share!
- o Current hobbies/highlights
 - Our two-year-old
 - Brandon Sanderson’s bibliography
 - Bike rides + fall weather
 - Writing music