



HOWDY!

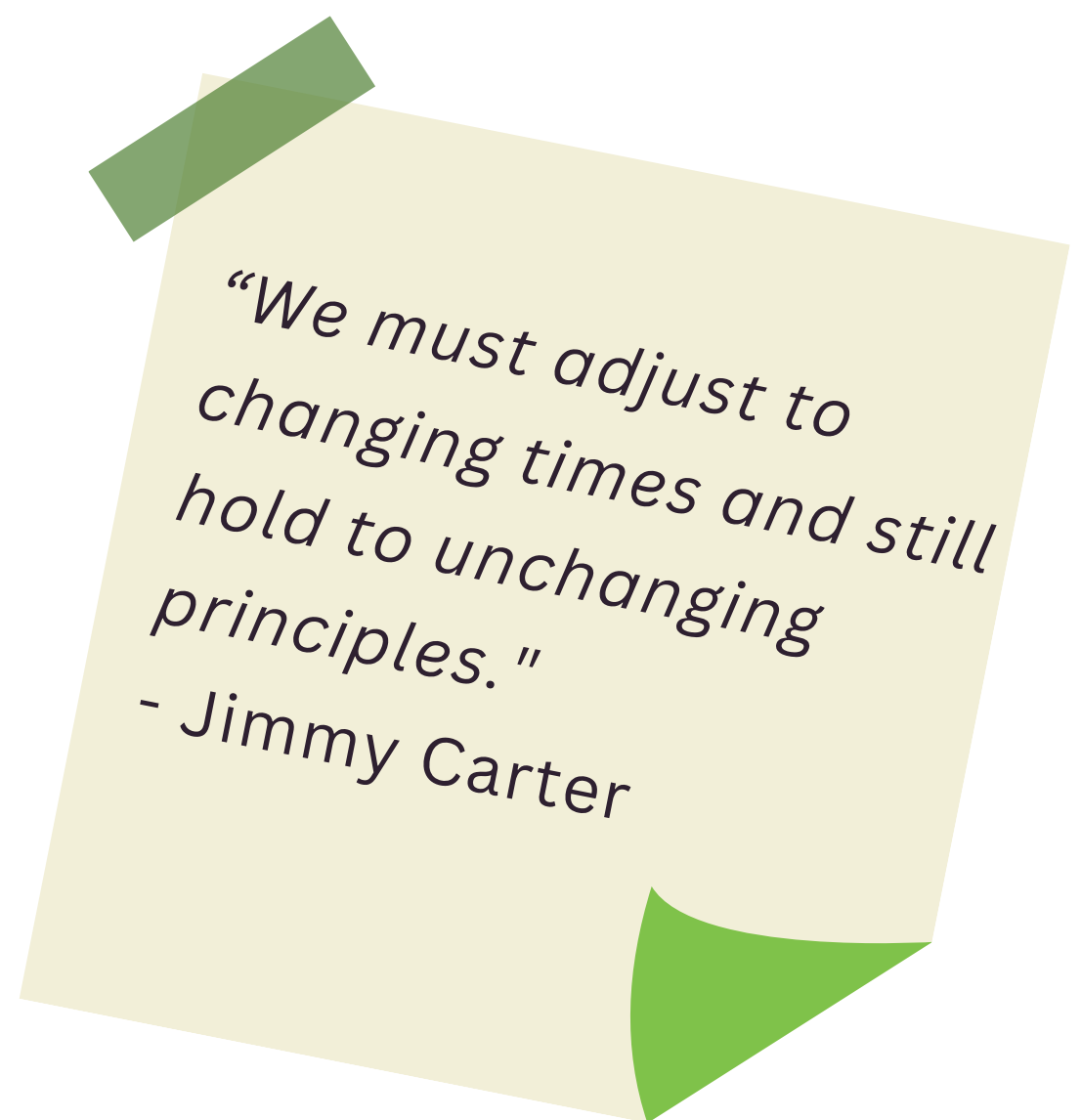


WHAT WORKING WITH ME IS LIKE:

- I like work that has purpose and keeps moving forward
- I value honesty, effort and when people are willing to engage in the process
- I appreciate practical thinking and thoughtful communication
- I try to approach leadership with both flexibility and accountability

HOW I COMMUNICATE:

- I am generally open, direct, and collaborative
- I appreciate transparency and thoughtful conversations
- I tend to think through ideas out loud
- I would rather address concerns early than let frustration build quietly



"We must adjust to changing times and still hold to unchanging principles."
- Jimmy Carter

HOW TO SUPPORT ME:

- Communicate open and directly
- Give me space to think out loud
- Bring concerns to me early
- Laugh with me

WHAT I HOPE PEOPLE FEEL AFTER WORKING WITH ME:

- Encouraged rather than judged
- Trusted
- Safe to ask questions, share ideas, and make mistakes
- Comfortable being their authentic selves

