Carson McBride

Personal Playbook

My Style

When taking the ‘X-Y Theory Questionnaire’ I ended up getting “Strong Y Theory Management” and “Generally Prefers Y Theory Management”. This tells me that for my personal situations I prefer being heard and having a say in my individual situation. This allows me to see the big picture and know where my place inside the company is. This big picture, seeing where I matter approach is huge motivator for me to do better and innovate where I am at to help the situation.

What I Value

I value being able to make a difference in whatever sphere I am placed in. I value being able to innovate and not conform to too much rigidity regarding how I get done what I need to further the organizations goals.

What I Don’t Have Patience For

I have a difficult time tolerating blatant incompetence due to someone’s shortcomings by their choosing. This is different then someone who has limitations naturally, we all do. But when someone is falling short of their potential due to poor attitude I tend not to tolerate that. Alongside willing incompetence is a victim mentality. I can’t bear the presence of those who lack accountability and hold the firm belief that they are mere victims of chance, circumstance, or the Universe conspiring against them. I find those people to be a total drain to any companies workflow.

How Best to Communicate With Me

I am best communicated with very blatantly. I believe in efficiency therefore I prefer blunt, forward remarks on performance and people’s thoughts regarding how to make things better. I handle this best when someone’s motivations are made known for why they make the comments.

How to Help Me

I’ve noticed that the best way to help me when I have things to do is to show me how it’s done, let me try it in a hands on way, then continue to refine me through either feedback or demonstration. As previously talked about, blunt communication works best in helping me clearly understand what is going on. Performance evaluation over time is also a great asset I’ve seen. The over time evaluation works well with my Y Theory management as it can help play into the big picture of how things are performing overall.

What People Misunderstand About Me

Something I feel people misunderstand about is confusing a blunt nature with malice or negativity. I often times hold my self to a more intense standard than I hold anyone else and I am rather open about it. I think many times people feel I am holding them to that same intensity which I imagine can be uncomfortable for a lot of people.