

# THE DREAMER

## BIO/DESCRIPTION

The Dreamer is full of big ideas. She is able to see the big picture and imagine possibilities to solve complex problems. She is passionate about her agency's mission and is unafraid to ask "why not?" and "How can we do things better?" The Dreamer knows about best practices in innovative approaches outside of government.

## ATTRIBUTES

- Passionate public servant who is mission-driven
- Excellent storyteller who can inspire excitement and rally people around an idea
- Creative approaches to problem solving
- Not content with the way things are
- Collaborative, good at building relationships and networks across siloes and sectors
- Bureaucracy hacker — hacks the red tape! Asks for forgiveness, not permission
- Adaptable — able to compromise to get to a solution
- Resourceful and scrappy — able to get things done with little resources

## GOALS

- Wants to have the most impact possible for the public good through building transformational products and more effective services
- Make government work for the people by instituting user-centered approaches and data-driven decision making.
- Always looking for ways to improve and change how things are done in government
- Introduce ideas and approaches from outside government and foster the talent and skills in-house to sustain innovation
- Pitch good ideas, pilot them quickly, and weed out the ones that don't work

"I want to do service-oriented work that has actual impact on people. There is a sense of pride for people in government. You're here to help the public."

## FRUSTRATIONS

- May not have management support for every idea and frustrated by the process to get leadership and political buy-in on new ideas
- Limited resources (budget, technology, time, staff)
- Frustrated by the slow pace of change and the risk-adverse culture
- Finds the siloed environment difficult for collaboration
- Frustrated by the requirements, processes, and legal issues that make it difficult to test ideas and for ideas to move forward