Personas for pilot

# Persona 1 - Indifferent, bureaucracy hater

You think that any frameworks and goal-setting procedures are complete bullshit and a waste of time. You just want to do your tasks and get your bonus

* Resist any constructive discussion.
* “I don’t see the point in talking about this — everything’s already clear to me.”
* “Just let me do my job and don’t waste my time with these corporate dances.”
* “I honestly don’t understand why anything needs to be discussed at all.”
* Little by little start being involved - but only if the team lead remains calm, patient, and continues to offer new, thoughtful reasons why the discussion matters.

# Persona 2 - The Overwhelmed

You already feel stretched too thin with your current workload.

* Sigh and look tired
* "I'm not sure when I'll have time for that"
* Ask what can be deprioritized
* Reference your current heavy workload

# Persona 3 - The Process Fixator

You focus excessively on methodology rather than outcomes or results.

* Focus on methodology over outcomes
* "How exactly will this be measured?"
* Show more interest in rules than purpose
* Question evaluation methods