Taden Marston

1. My Style

I really appreciate and work well with the Theory-Y management style. I really enjoy being able to be left to work at my own pace and work hard on the projects I am assigned to. However, I do not enjoy being Isolated while I work. As will be discussed later in this manual, having a small group of people around that I can work with and use as sounding boards for problem solving is a very helpful way for me to process situations, ideas, and problems quickly. It also serves as a reminder for me to stay on task. I have found in previous employment opportunities that when I am isolated without any form of social stimulation I can loose focus very quickly. So actively working with someone preferably in the same room helps me out a ton!

1. What I value

I value being able to work hard on something and take pride in my accomplishments. I find it very difficult to remain motivated to work on projects that do not bring fulfilment working on. I find that fulfilment in being able to do things well and being recognized and appreciated for the things that I do. I also value clear and open communication in the workplace. It goes a long way for me to be able understand how what I work on effects those around me and seeing the bigger picture. Having that understanding helps give a greater sense of purpose behind the tasks that I do and helps me care more about the projects I am assigned.

1. What I don’t have patience for

Majority of the time I am a well-mannered and patient individual, but there are a few things that I struggle tolerating in the slightest. For example, I do not tolerate arrogance well in any of its forms. I especially do not handle it well when it is being directed towards me specifically. In previous employment opportunities I have experienced this level of arrogance, and felt it directed towards me in ways of belittlement and manipulation both by coworkers and leadership. These are things that I cannot and will not tolerate in any degree.

If the stated behaviors occur over longer periods of time, I have found that my productivity declines and I become a bit explosive in attitude and behavior.

1. How best to communicate with me

The best way to communicate with me is calmly. I feed off and amplify the energy I am surrounded by, so if someone comes at me frustrated or hot headed, I am very likely to reflect that attitude back to the person. I am a person who understands emotions very well and appreciated being addressed and spoken to as such. So calm and polite interactions are the best way to get me to perform in the way expected and being understanding if I come forward with concerns or a complaint that it needs to be taken seriously, because I don’t make a very big deal over things that don’t matter.

If I’m being approached to be advised, counseled, critiqued, or reprimanded it doesn’t matter. I want to be treated like a living, breathing, feeling human being! If emotions are high I would ask to speak in private and only do so when tensions have settled down a bit and we can address the problem with the situation not the people involved.

Then once the problem has been addressed suggestions on options for ways to accomplish/rectify/or expedite the task at hand are really appreciated!

We all have flaws, so if a problem does arise those are the steps to best communicate them to me.

Do not under any circumstances critique me as a person, I already do that enough myself the last thing I need is for someone to poke, jab, and otherwise tear me down. That will make me far less effective as a coworker and employee than anything else. Constructive feedback is always appreciated but make a conscious effort not to sound malicious when speaking to me about those types of things.

1. How to help me

I work at my best when I’m able to work at my own speed. If I am stuck or struggling with something it is extremely helpful for me to just be able to talk through my thought process to other. This not only helps me better understand and work out the problem myself, but it also helps me gain outside perspective on ways to resolve issues or make decisions to help make things easier on everyone.

1. What people misunderstand about me

I can keep a lot of things to myself, but emotions are something that I do not enjoy trying to hide. So, if you notice that something is off approaching me with an open mind ready to listen and offer counsel or advice only when asked for it. As mentioned previously, having someone as a sounding board for me to process what is happening around me is more help than any lecture or pep talk will ever be.

If I do ask for counsel, advice, or the like to help resolve something, Context, perspective, and understanding is key. I prefer to be taught the why as well as the how so I can better think for myself on how to resolve similar problems in the future.