

Connect

WHAT IS CONNECT?

Contributes and connects others to Red Hat's communities and shared purpose. One of five Red Hat® Multiplier behaviors.

What this means: For all Red Hat associates, connection to our mission, or vision, associates, customers, and communities is critical to how we operate on a day-to-day basis. Ideas and concepts work best when they are connected to other ideas in support of Red Hat's mission, goals, and strategies, so it is important that associates not only understand these core principles, but feel empowered to connect others to our broader mission as well.

Proficiency levels

Early in your career, this might look like making a special effort to connect with associates and stakeholders in other locations or volunteering to be a liaison with other departments or teams. At more senior levels, Red Hatters are expected to find opportunities to help others share their voice, input, and passion with the community and to ensure associates feel connected to Red Hat through a common sense of community.

KNOWLEDGEABLE	EXPERIENCED	ADVANCED	EXPERT
Uses the behaviors to enhance personal work effectiveness. Demonstrates an understanding of the concept. Practices consistently across similar situations.	Uses the behaviors in a way that contributes to the effectiveness of the team. Shares understanding with others. Practices across new or unfamiliar situations.	Uses the behaviors in a way that contributes to the effectiveness of multiple teams or a department. Models and teaches to others. Demonstrates depth and breadth of knowledge in applying concept.	Uses the behaviors in a way that contributes to the effectiveness of the company. Builds through programs, processes, and systems. Is recognized as an authority or thought leader in area of expertise.

Guardrails

When practicing connect, pay attention to signals of...

UNDERUSE	OVERUSE
Makes decisions or conducts work without sufficiently providing context to bring others along on the journey; does not show interest in sharing or connecting to Red Hat culture, communities, or shared purpose	May focus on making connections to the detriment of follow-through on day-to-day tasks or activity; may lack patience with those who do not feel the same sense of purpose

Connect

Ways to develop proficiency

- **Understand mission, vision, and values:** Review company mission, vision, values, strategy, and goals. Consider how your role contributes and how you already connect with others to bring company vision and values to life.
- **Set aligned goals:** Review company strategic goals regularly and think about how your work impacts overall strategy. When setting performance and development goals, ensure these goals align with one (or multiple) strategic goals.
- **Participate in communities:** Become an active member of associate communities; engage with other associates and stay current on important information and developments. If you don't find the community of interest you are looking for, start one. Write a blog or contribute articles that build a sense of community in the company.
- **Participate in (or plan) cultural events:** Where possible, attend company events + cultural experiences. You might also get more involved by helping to plan events or activities, like volunteer events, lunch-and-learns, or other community building opportunities.

“A key job of every leader is to continuously create the context required for passion to emerge, by connecting associates' work to the organization's broader mission.” - *The Open Organization*

WHAT IS THE RED HAT MULTIPLIER?

The Red Hat Multiplier is a set of five behaviors that define leadership in open organizations. While some people are more naturally inclined to behave in this way than others, each of the five behaviors are skills that anyone can build and develop:

CONNECT	EXTEND TRUST	BE TRANSPARENT	COLLABORATE	PROMOTE INCLUSIVE MERITOCRACY
Contribute and connect others to Red Hat's communities and shared purpose.	Show confidence in the ability of others to contribute.	Openly share information and intentions.	Invite cooperation and productive dialogue to create better solutions.	Empower others to contribute ideas and value solutions based on their merit, regardless of source.

Learn more. Get the [Red Hat Multiplier overview and reference sheets](#) about the other four behaviors.