

Tim's Blueprint, Values & Quirks

I studied Tae Kwon Do for about 10 years, and many times during classes, the instructors would demonstrate techniques in the most terrifying way possible: spin-kicking with all their might directly towards you and stopping within millimeters of making contact.

Any time a student would flinch, the instructor would remind us that "if you're getting hit, it's going to hurt whether your eyes are open or closed, so best to keep them open and react."

This blueprint is my attempt to share my working style and idiosyncrasies so that folks know what they're getting into when we work together.

If you're a personality test appreciator, my Meyers-Briggs type is ENFP, my DiSC style is high-I, and my Gallup StrengthsFinder strength is "Ideation."

Tim's Blueprint

My values

Clarity over comfort

Sometimes it can be hard to speak up, especially when the pressure is on or anxieties are high.

These are precisely the times to take a deep breath and push through the discomfort to make yourself heard.

For me, this looks like speaking up and asking the “dumb” questions and challenging assumptions that I don’t understand. It looks like being honest about what I don’t know, and asking for help when I need it.

The truth shall set you free

This isn’t necessarily the same as “radical candor,” though I do appreciate giving and getting it. I once had my discovery work described as an “interrogation of the problem space,” and thought it fit with my pursuit of fact finding.

I strive to be equally thorough and thoughtful in my relationships, separating problems from people, and being truthful about my intentions, feelings, and motivations.

Hear every voice

I believe that the best solutions come from a diverse set of perspectives, and that it takes an intentional effort to make sure that everyone’s voice is heard.

I value having a voice at the table, giving a voice to others, and making sure nobody feels like they’re being left out.

This can be very helpful in bringing a team together in a shared space everyone helps to create.

Sometimes, this causes me to move slower than I’d like, so I welcome any feedback if it seems like I’m leaning too far towards a perfect consensus.

Tim's Blueprint

My quirks

I think out loud a lot

I can be verbose at times, especially if I'm anxious, or if it seems like whatever message I'm trying to land isn't "clicking."

I've been getting better at this, but always welcome a kind nudge: "What's the 10 second summary of what you're thinking?" is a great way to remind me to wrap it up and take it offline.

I think best asynchronously and nonlinearly

I often have to do a "breadth-first" inventory of a space to understand it, and this can be hard to do in a synchronous conversation.

I'm also prone to tangents, especially when excited about something we're talking about. If this makes it hard to follow what I'm saying, you're more than welcome to say: "I'm having some trouble following" and I'll do my best to summarize and reframe.

I have big feelings

I wear my heart on my sleeve, and believe that vulnerability is a key ingredient to open, effective and meaningful relationships.

I'm a big fan of "I feel" statements, and find them helpful to separate emotion and logic and proceed forward mindfully

If you ask how I'm doing, you may not expect "I'm super nervous about this launch and hope I didn't let the team down" as a response. There's no hidden meaning or motive when I ask about (or share my own) feelings.