User Manual for Understanding and Working with Jerry Ray Nelson III

V1.0

1. The style of Jerry
   1. Working with others
      1. Jerry prefers to work alone on projects that only require one person. Having teams unnecessarily is something that he does not like
      2. Jerry is able to work efficiently in a team that has a place. Working with the other team members he can complete the tasks given him.
      3. While working on a team, Jerry will set aside his own interests for the sake of helping the team.
   2. Working alone
      1. While working on a solo project, Jerry does not enjoy unnecessary micro management. Your way is not the best or only way to get a job done, let Jerry do it his way as long as it has no safety violations, he will deliver results.
      2. Jerry prefers when he is able to be given a task and complete the task with no oversight other than having to report at the end of the project.
   3. Work ethic
      1. While Jerry is at work, he is there to work. You may ask him to do almost anything and he will do it as long as he is still getting paid to do it.
      2. Jerry will do everything in his power to deliver projects by the deadline. He is very flexible and willing to change his expectations for the good of the project he is paid to do.
      3. Jerry is able to go long periods of time without his phone and willing to focus on work while at work. He will not be distracted by other things getting in the way of his work.
   4. Helping others
      1. Jerry likes to help others understand their assignments and help them see the path to getting it accomplished.
      2. Jerry is always willing to help others with their tasks as long as he is confident that he will accomplish his by the deadline.
2. Approaching Jerry
   1. For help
      1. If you would like help, Jerry will not judge you for asking as he understands that sometimes he needs help as well.
      2. Bluntness is key when speaking with Jerry. Ask exactly what you need help with and he will do his best.
   2. To give advice
      1. Jerry understands that his way is not always the best way and is willing to accept advice from leadership and coworkers.
      2. Be blunt with Jerry and tell him what he needs to change. Also tell him what he is doing right so he can continue those actions.
      3. Give an explanation for everything. Jerry does not like to do something unless he understands why he needs to do it.
   3. To offer help
      1. Be blunt and ask if Jerry if he would like help. He is open to get help and will not get offended if you offer any.
   4. To be friends
      1. Invite him to come to an activity.
      2. Be friendly and he will be friendly back.
      3. After a short period of time of getting to know you and your personality, Jerry will become your friend.
3. Values of Jerry
   1. Religion
      1. Jerry is a member of The Church of Jesus Christ of Latter-day Saints.
      2. Jerry attends church every Sunday and tries to not do any work on that day in order to keep the day sacred.
      3. Jerry will try and keep the sabbath holy by refraining from activities outside of church on Sundays. If he rejects an offer to go do something on Sunday, it is because he is trying to live his faith.
      4. Jerry follows a health code set by his church and that prohibits the drinking of alcohol, the use of tobacco, the drinking of tea and coffee and the use of drugs. If you ever want to go to the bar with Jerry or go get a coffee and he says no, understand that it’s not that he doesn’t want to hang out with you, it’s that he doesn’t participate in those activities.
   2. Honesty
      1. Jerry values honesty. He hopes that everyone is honest about him and their work.
      2. Jerry will do everything in honesty. He will take responsibility for his actions and try to improve based off of what he has previously done.
   3. Hard Work
      1. Jerry Values hard-work. He believes that you need to work for what you expect.
      2. Jerry will work hard. While at work he is there to work and he will do that work to the best of his ability.
      3. Jerry expects that others put in their best when working. He believes that everything goes smoother if everyone is willing to do their best and work hard. Everyone doing their best eliminates the need to talk to each other about doing your part and helps everyone get along and get the work done quickly and efficient
      4. Jerry believes that if someone is not doing their work, it is easier to involve leadership in order to help the team get moving. He will not hesitate to explain to leadership the downfalls of the team or express his concerns about others on the team.
4. Communication with Jerry
   1. Bluntness
      1. Be blunt with Jerry. He does not appreciate the intricacies of conversation and wishes that people would just tell him straight what they were thinking.
      2. Jerry wants you to say what you mean, E.G. If you do not want to do something but you tell Jerry it is OK, he will take you at your word and ask you to complete that task. E.G.-2 If you tell him that you enjoyed something when you really didn’t, he will think that you really did enjoy that activity.
   2. Truthfulness
      1. Jerry wants everyone to be truthful to him. Tell him what you really think. That is a sign that you really care and trying to dance around what you think is frustrating.
      2. If there is something that bothers you that Jerry is doing, let him know truthfully and bluntly. He appreciates when people tell him things that way so he can change so that it is better for you as well.
   3. Helpfulness
      1. Jerry appreciates constructive criticism. He would like all criticism of him to be presented along with things that he could do to improve so that something comes of it.
      2. It is not appreciated when you criticize Jerry without providing anything helpful for him to change. He wants to know what you think but it is hard for him to know what you mean when you say he is doing something wrong without suggesting a solution.
5. How does Jerry make decisions?
   1. Logic
      1. Jerry tends to rely heavily on logic rather than emotions to make decisions.
      2. Jerry tries to find the most logical way that something can be done so that it can be finished quickly and efficiently.
      3. Jerry’s reliance on logic rather than emotion can make it hard for him to empathize with others at times but he does try to keep in mind the emotions of others and weigh it against logic.
   2. Ease
      1. Jerry subscribes to the idea of work smarter, not harder
      2. Jerry will try to find ways to automate or make a task easier without sacrificing the quality of the work being done.
      3. Jerry does not tolerate taking the easy route if it ends up not resulting in the same quality or better than the more difficult route.
6. How can you help Jerry?
   1. Offer
      1. Jerry is very open to accepting help but does not want to impose on others. If you feel you can help, offer to help and he will most likely accept it.
   2. Explain
      1. Explanations are key. Jerry works a lot better if he knows why things are the way that they are and you’re reasoning behind doing things. Explanations are a big help to his productivity.
   3. Food
      1. Jerry is always happy to get some free food. This helps to keep him motivated.
      2. Free cookies or a pizza is a great way to help motivate Jerry.
      3. Being taken out to eat is stressful for Jerry. He would rather pay for his own food while eating out because he knows how much he is willing to spend on his own food. It is better to ask if he would like to join you to eat but realize that he is going to assume that he will pay for himself.
   4. Being friendly
      1. Going to work is a drag if Jerry doesn’t know his coworkers or they don’t want to talk ever.
      2. Jerry likes being able to get to know everyone and be friends with them not just coworker
      3. Jerry understands that not everyone wants to hang out with their coworkers outside of work but he would like to at least be friends while at work.
7. What Jerry does not tolerate in others.
   1. Laziness
      1. If you are being lazy and not doing things only because you don’t feel like doing it, it really gets on Jerry’s nerves.
   2. Lack of improvement
      1. If you are struggling, Jerry is willing to help and work with you as long as you’re putting forth effort to improve.
      2. If you are stagnant for a while, not improving, and are not putting forth visible effort to get better, it is really hard for Jerry to want to help you and work with you. Just try to do better and he will understand and support you through the process.
   3. Superiority
      1. Jerry does not like it when others talk down to him or make him feel like he is lesser than them.
      2. Jerry knows that leadership has more experience and will defer to their judgement but they need to treat him as an equally intelligent person.
   4. Nicknames.
      1. Jerry is very proud of his name and does not like when others try and give him nicknames.
      2. Jerry really does not like it when people call him ‘buddy’. That is a term that people use when talking down to others and it makes him kind of upset.
      3. Jerry will not answer unless you call him by Jerry. Any other name will be ignored.