

# WALTHANOO

*pronounced as wal-than-noo*



## Walthanooers - wal-tha-noo-ers

**Walthanoo** is the perfect place for you to live and work! Its filled with energy and opportunities. Walthanooers, like yourself, have a clear vision for their lives and they pursue their passions by pushing personal barriers. Independence and self-reliance are highly valued, and you believe in forging your own future. You value being different and know that what sets you apart makes you awesome! You don't let the past drag you down or scatter your focus. Rather than avoiding mistakes, you try to learn from them in order to push forward as quickly as possible. Walthanooers will often say 'Manken misa myju matiri' or 'An unfinished one is better than a flawless zero.'

Like every self-respecting Walthanooer, autonomy is very important to you. You have the drive and energy to do whatever it takes to accomplish your work. You need people to give you the time and resources to complete the project and then leave you to do it on your own terms. If you need something, you ask for it. While others may need to check their decisions with a manager, you're comfortable calling your own shots. You treat everyone equally and believe in freedom, equal opportunity and justice for everyone. Time is a precious commodity and you carve out time to focus on your goals. This leads to restricted reciprocity, that is, you are responsive and willing to help anyone from whom you can expect to need help in the future, irrespective of their status. You focus on managing your career growth and believe that doing high visibility work is crucial for your success.

Being a leader requires that you are accessible and approachable. Hierarchy is for convenience and you rely on your team members for their expertise. You consult with your team and expect them to be self-reliant and take initiative. Your role as a leader is to be a facilitator and you empower your team to make decisions and resolve problems. The pace of change in Walthanoo, necessitates you to work in ways that support your team members to be engaged, on the same page and enthusiastic to embrace change. Being a facilitator-coach entails that you support your team members to achieve their purpose by creating cultures of learning and engagement that upholds their autonomy, self-determination and uniqueness.

The Walthanoo lifestyle challenges you in many ways, both professionally and in your everyday life. You thrive because you are recognized for doing your own thing, being independent and it inspires you to do your best. You love the energy of Walthanoo and your drive and determination will help you prosper here.

### Culture values that drive you:

Independence; uniqueness; individuality; autonomy;  
self-actualization; initiative; empowerment; equality