

What are 5-10 qualities that you think are must-haves for enriching and diversifying our team's current culture?

If we want more diversity at Bean, we need more POC/LGBT/Women designers and developers.  
Show and tells are fun - I think we should have those more often.  
I don't see much culture at Bean, which probably has a lot to do with WFH and not being able to kick it in person.  
I don't have 5-10 qualities I can think of, but one thing I've seen on other slack groups is having the slack bot pose questions - we could do this in the bean-team or general channel. For example, "What is one thing you accomplished this week?" "What are your plans for the weekend?" etc. This way we could get some more casual convos going with our team and create more culture.

Do any of our processes seem inefficient to you? How can we fix them?

effort, and funds to have to go back and change things because instructions were unclear.  
During onboarding, a basic walkthrough of how things work at Bean / for different projects would be helpful as well, to make sure everyone is on the same page and the right people are communicated with at the right times. (ex: when you are done with x, let so and so know)  
Often times I find that myself and other coworkers at Bean are unclear on instructions. When I have been in charge of teams and meetings in the past, I have found it best to assume that my team needs to start at square one. The more I have explained things to my teams and been open about them asking me questions, the better my teams have run, the more we have gotten done, and the more efficient we have been.

Which company value would you like to embody more?

I'm not sure what the company values are, but I always strive to be the best employee/team member that I can be.

What do you need help with?

Is there anything in your work world that's causing frustration or delays?

Unclear instructions and having to go back and recreate components, decisions to change how things function after they have been completed. Clear instructions should be given beforehand so that things can be done correctly and efficiently the first time. Tasks should be delegated clearly, projects and their assets should be well-organized. Clear instructions means less effort spent fixing/redone things.

Are you crystal clear on your role and what you should be working on? If not, what aspects aren't clear?

I am currently clear on what I have been tasked to work on.

Looking back on the year, is there anything that could have gone better?

More clear instructions, more clear expectations.  
When we have meetings, there should be clear goals to be accomplished during that meeting.  
Clear project/task timelines, deadlines, and goals should be established.  
Check-ins should happen somewhat frequently to match goals with progress. If tasks aren't on track to being completed on time, a plan needs to happen to make sure deadlines are met.  
We should have ideas on what to do if goals are not being met, rather than relying solely on the contractor to figure out what needs to happen to make sure deadlines are met.

What inspires you to succeed every day?

I am inspired by a workplace that makes me proud of my work and to be a part of that team. I am inspired to succeed when I have a supportive team who can also have fun. One project at Bean so far has been like this, and I was extra motivated to do well because the team really cared, welcomed questions, and wanted to help each other out and work together. We could laugh at meetings but also really get things done, clearly talk through issues and tasks, and help each other out. Our team leaders definitely fostered this environment and I really hope to work with them on a project again.

When do you have the most fun at work?

I have the most fun at work when my team works hard and plays hard. I work best when my team can have fun, work together, figure out our strengths and weaknesses, and help each other out.

Was there a recent team discussion or meeting where you did not get to share your thoughts? Would you like to share them now?

I have shared my thoughts.

Who do you want to get to know better in the company?

I would like to get to know EVERYONE better, as I feel there are only one or two people that I can go to for help or just to chat. Remote work makes it difficult to get to know team members better, but contractors at other contract work I am doing makes it a point to check in with team members, ask how their weekend was, get to know them more. I don't feel like there is much of that at Bean but I wish there was. Let's do more show and tells!

(Thanks for providing this survey - I think we have the potential to make Bean a great place to work.)

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