

What Others Like & Admire about Jen:

- Listener
- Enthusiastic
- Optimistic & Positive
- Sense of humor
- Easy-going
- Star Trek Geek
- Responsive & Timely
- Commitment
- Kind, Welcoming, & Accepting
- Exploring new tech, ideas, places
- Doesn't mind traveling alone
- Creative
- Empathy / Work towards understanding perspectives

Jen Randle



My Why:
To contribute in the joy, trust, & learning so that we feel supported & safe.

What's important to Jen

- Being helpful & supportive
- Respect
- Teamwork
- A kind, supportive environment
- Helping others learn to speak for themselves
- Including & supporting others
- Having fun
- Self-improvement/learning
- Music or Podcast during breaks or when alone
- Eating better, Hot tea, diet coke/zero, water
- Writing
- Training/Teaching, making it fun, knowledgeable, & safe

How can someone support Jen?

- When I train, I can forget to watch the time - please be a time keeper for me.
- I can ramble. I know I do this & want to get to the point. Remind me to keep it short/get to the point.
- Help me hear different perspectives. I want to listen and learn. Respect me & others.
- I want to be supportive. Help me understand how to support you.
- Remote work is great, but having an office or meeting in person is too. Please meet in person with me when possible. Using Teams messages helps me feel like we're together.
- Allow me time to process thoughts or questions. I do better having time to think.
- Please come to me if you have concerns, questions, thoughts, suggestions. I want to hear them. If you have concerns, try to have a suggestion, too. And then give me think it through. This doesn't mean I'm saying 'no' but just working it through.
If it appears I'm frustrated, it's probably with myself. I want things to go smoothly and people to feel supported.
- Be patient with me, remind me there are people I can ask for help.
- I can get loud as my enthusiasm grows. Just remind me to be quieter if I'm too loud.
- I like to stay in the background, doing what I need to do.
- I need some alone time to recharge. I like to draw, write, read, play games, walk, work out.
- If you ask what you can do to help, I have to think it through. It's not that I don't want your help! Some things are in my head, not written down. I just need to process.
- I am a "huggy" type of person. If hugs aren't your thing, remind me.
- Math isn't easy for me. Give me a calculator and walk me through the steps first (maybe...probably more than once).
- I hope my jokes are funny. If they miss the mark, please tell me. I don't want to hurt feelings. I work to have radical empathy - meaning I may not understand what you're going through, but I will work my butt off to try.
- I love what I do and can work through the day on projects, ideas, etc. Remind me breaks are fine. I want others to take care of themselves & need to do this for me, too.