**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

**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

---

**Jen Randle**

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