

Working with Karl Bimshas

A User's Guide



VALUES

1. Making a Positive Difference
2. Leading and Inspiring
3. Maximizing Strengths
4. Continually Improving

FOCUSING QUOTE

"We choose to go to the moon in this decade and do the other things, not because they are easy, but because they are hard, because that goal will serve to organize and measure the best of our energies and skills, because that challenge is one that we are willing to accept, one we are unwilling to postpone, and one which we intend to win"

- John F. Kennedy

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STRENGTHS

Strategic | Maximizer | Connectedness

I am a critical thinker who combines facts with intuitive information to form astute insights. I operate with a sense of purpose and am resilient. I find patterns, and when necessary, disrupt them. I have an appreciation for beauty and can see the humor in most situations. I am equally comfortable with one-on-one interactions and public speaking.

WEAKNESSES

My devotion to trial and error can come across as tinkering, although I prefer the word refinement. I can be overly analytical, impatient, and become bored with routine work. In small groups, I can come across as cold, or aloof. I am uncomfortable with public failure; however, I try to embrace it by putting ego aside.

OTHER TRAITS

I like to measure things, not to find shortfalls, but to see what we are capable of doing and to build our credibility. I enjoy charts and graphs of goals and measurements of success to see the results of common things in uncommon ways. I focus on strengths over weaknesses. To overcome gaps, I discover what we can do versus what we can't. I am deliberative and analytical. My desire for quick, tangible results, and an equally strong drive for perfection, will frustrate me far worse than you.

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EXPECTATIONS

What you can expect from me in our interactions:

- Two questions often asked, "why?" and "why not?"
- A quest for continuous improvement, to make good things great things.
- Measures for success, setting you up to win.
- Testing assumptions, tasks, and decisions against the vision, objective, or values.
- A greater interest in strengths, not irrelevant weaknesses.
- An abundance mentality that will push you to explore possibilities.
- An irritation with poor leadership decisions, be they my own or others.

Here's what I expect from you if you want to build a beneficial relationship:

- Be open to new or alternative approaches.
- Ask me, "So what?" or "who cares?" to keep me focused.
- Give seemingly crazy ideas a chance to breathe.
- Support vetted processes that we prove work.
- Give and receive education easily.
- Call BS, BS.
- Have a sense of humor about yourself, the world, and me.

CONTACT

Communication Preferences

- Face to face
- Quick texts
- Email
- Telephone for urgent or complex matters

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