



USER MANUAL

Nina Baltierra (Model 3.3)

Executive Director, Counter Tools

Work Manifesto

Do good work—not harmful work, and not perfect work;
Be reliable and help others;
Don't take yourself too seriously; and
Don't be a dick.

LEADERSHIP VALUES



Authenticity



Autonomy



Meaningful Work



Respect



Optimism



Balance



Justice



WARNINGS

- Her meetings start on time with or without you (*if you're going to be late, reach out BEFORE it starts*) and end on time or early
- Stay home if you're sick!
- Her version of hell: Every minute of the rest of her life has been scheduled for her – and it's a long series of arbitrary, solitary tasks

PERSONALITY

MYERS-BRIGGS: ENFP (THE CHAMPION OR CAMPAIGNER)

Initiators of change and keenly perceptive of possibilities. They energize and stimulate others through their contagious enthusiasm. They prefer the start-up phase of a project or relationship, and are tireless in the pursuit of new-found interests. Able to anticipate the needs of others and to offer them needed help and appreciation. They bring zest, joy, liveliness, and fun to all aspects of their lives. They are at their best in fluid situations that allow them to express their creativity and use their charisma. They tend to idealize people, and can be disappointed when reality fails to fulfill their expectations. They are easily frustrated if a project requires a great deal of follow-up or attention to detail.

FOUR TENDENCIES: QUESTIONER

Questioners question all expectations; they'll meet an expectation if they think it makes sense—essentially, they make all expectations into inner expectations.

ENNEAGRAM: TYPE 7 (THE ENTHUSIAST OR EPICURE)

The busy, productive type. Extroverted, optimistic, versatile, and spontaneous. Playful, high-spirited, and practical, they can also misapply their many talents, becoming overextended, scattered, and undisciplined. They constantly seek new and exciting experiences, but can become distracted and exhausted by staying on the go. They typically have problems with impatience and impulsiveness. At their best, they focus their talents on worthwhile goals, becoming appreciative, joyous, and satisfied.

HOGWART'S HOUSE: RAVENCLAW

Members of this house are characterized by their wit, learning, and wisdom.

WORK CADENCE

Most productive in the morning and tries to work solo then. Prefers late AM/early PM meetings. Gets dumb as it gets late. Has a busy life outside of work and is often unreachable after-hours (and thinks you should be, too). Need something? Provide a deadline.