

# Courtney Flickwir

## ABOUT ME

### ★ What motivates me?

- Making members feel supported, cared for, and heard - shows up in UX /UI and MX.. Creating a beautifully designed homebase for members; Having and meeting deadlines; Being able to be creative

### ★ What drives me nuts?

- Overstepping/not staying in your lane; interrupting; not listening
- Only talking about oneself and your accomplishments
- Messiness (I'm a true virgo)

### ★ How can people really impress me?

- Coming up with creative solutions
- Truly listening to what team members have to say
- Remembering something I have shared with them
- Being thoughtful/kind

### ★ What qualities do I particularly value in people who work with me?

- Collaboration
- Humor/light heartedness
- Attention to detail
- Practicality/ thinking logically
- Taking initiative and finding solutions

### ★ What are some things that people might misunderstand about me that I should clarify?

- I might be a bit quiet or come off like I'm going slowly but I'm just thinking through every tiny detail and making sure my contributions are intentional
- I have a great ability to know someone's character within minutes of meeting them

### ★ What are some honest, unfiltered things about me?

- When I'm really comfortable with people (coworkers or otherwise), I can sometimes give too much tough love/honesty
- I go through serious bouts of imposter syndrome
- You have to gain my trust for me to share anything personal with you

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## WORKING WITH OTHERS

- ★ What's the best way (medium and style) to communicate with me?
  - Medium: Text or Slack
  - Style: To the point, open, easy going (when the situation isn't urgent or stressful)
  
- ★ How do I like to give feedback?
  - Honest and to the point but I might sugar coat things a bit if I don't know a person very well (something I'm working on)
  
- ★ How do I like to receive feedback?
  - Truthful and constructive with suggestions
  - If delivering tough feedback, maybe give me something I have also been doing well so I don't dwell solely on the negative.