

# Aidan's User Manual

Aidan Cammies



[He/Him/His](#) | Updated: 06/09/21



**Red Hat**

# What's a Personal User Manual?

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**Hello and welcome to my Personal User Manual! You may be wondering what this is.**

*A personal user manual is simply a short document that explains the conditions needed to work well and enjoy the things that we do together!*

We often (incorrectly) assume how others work which leads to wasted time, energy, and negative emotions.

We learn about one another's likes, dislikes, and ranges of human experiences through trial and error over a long period of time. A personal user manual is a shortcut to a deeper understanding of others in their own words which allows us to communicate and collaborate in a much more effective, efficient, and enjoyable way!

Here's a post I wrote that explains a bit more: [acammies.com/posts/personal-user-manuals-wip/](https://acammies.com/posts/personal-user-manuals-wip/) ,  
Here's a slide deck/presentation: <https://tinyurl.com/MozfestPUM> :)

Thanks so much for reading, have a wonderful day :)

# Conditions Aidan likes to work in

- **Team environments**

Aidan likes psychologically safe teams where you can be completely open and honest without fear of stigma or judgement. Fun > Bureaucracy :)

- **Work**

If Aidan is wearing headphones he's in a focused "do not disturb" mode. (Read: Flow - Mihaly Csikszentmihalyi & context switching). If he's not, feel free to poke him and chat.

- **Space**

Aidan is pretty flexible with work spaces but doesn't like sitting down for long periods of time. Moving around/pacing in meetings helps increase his focus.



# Times / hours Aidan likes to work

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- **Working hours**

Aidan is usually available from 9.30–5.30, Mon–Fri

- **Most productive times**

Aidan is not a morning person, he's working on this but is a lot more productive in the afternoon (Read: When – Daniel pink for more fun insights on chronotypes)

- **Out of hours**

Aidan doesn't mind being contacted at any time but will likely only respond during weekday daytimes and evenings

- **Calendar**

If it's not in Aidan's calendar (personal or work), it's not happening.

- Aidan's work calendar is open and accessible so everyone can see my availability. Ping him a message/send an invite to arrange anything.

# Best ways to communicate with Aidan

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- **Work Chat:**

Telegram, Gchat, Slack, are the best ways to get in touch at work.

- **Emails**

Aidan checks his emails at least once a day but often won't reply immediately. Please send follow up/reminders if important :)

- **Personal:**

Facebook messenger is Aidan's primary chat tool. Instagram/WhatsApp/Telegram/texts work too though! He's generally quite bad at replying.

- **Phone Calls:**

Aidan will often not answer phone calls or texts immediately, sometimes due to dodgy signal or no caller ID. **Calling Aidan twice is the best way to get a hold of him if needed urgently**, if someone calls once and doesn't send a follow-up message, Aidan will assume it's not important/spam. Voicemail on his phone is broken so he won't always receive messages left on there. Aidan wears a smartwatch that buzzes violently if there's an incoming call, this is turned on even if all other notifications are turned off.

# How Aidan best receives feedback

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- Aidan would rather have difficult conversations than things to be unsaid and carry on building up in the background.
- Please don't be afraid to give Aidan feedback on anything he does, even if it's small. He'll always be glad to receive it as it provides an opportunity to make a positive change.
- Aidan likes feedback being face-to-face/video call/phone call as that gives a chance for dialogue and to clarify misunderstandings
- Providing specific examples and suggestions of how Aidan / Aidan's behaviours could be better helps massively!
- Read "Crucial Conversations" or Aidan's presentation on giving and receiving feedback here:



# Things Aidan needs

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- **Authenticity**

Passive-aggressiveness only makes things worse, BS merchants or people massaging data to make things seem better always backfires. Aidan loves raw honesty and will never judge people for being open!

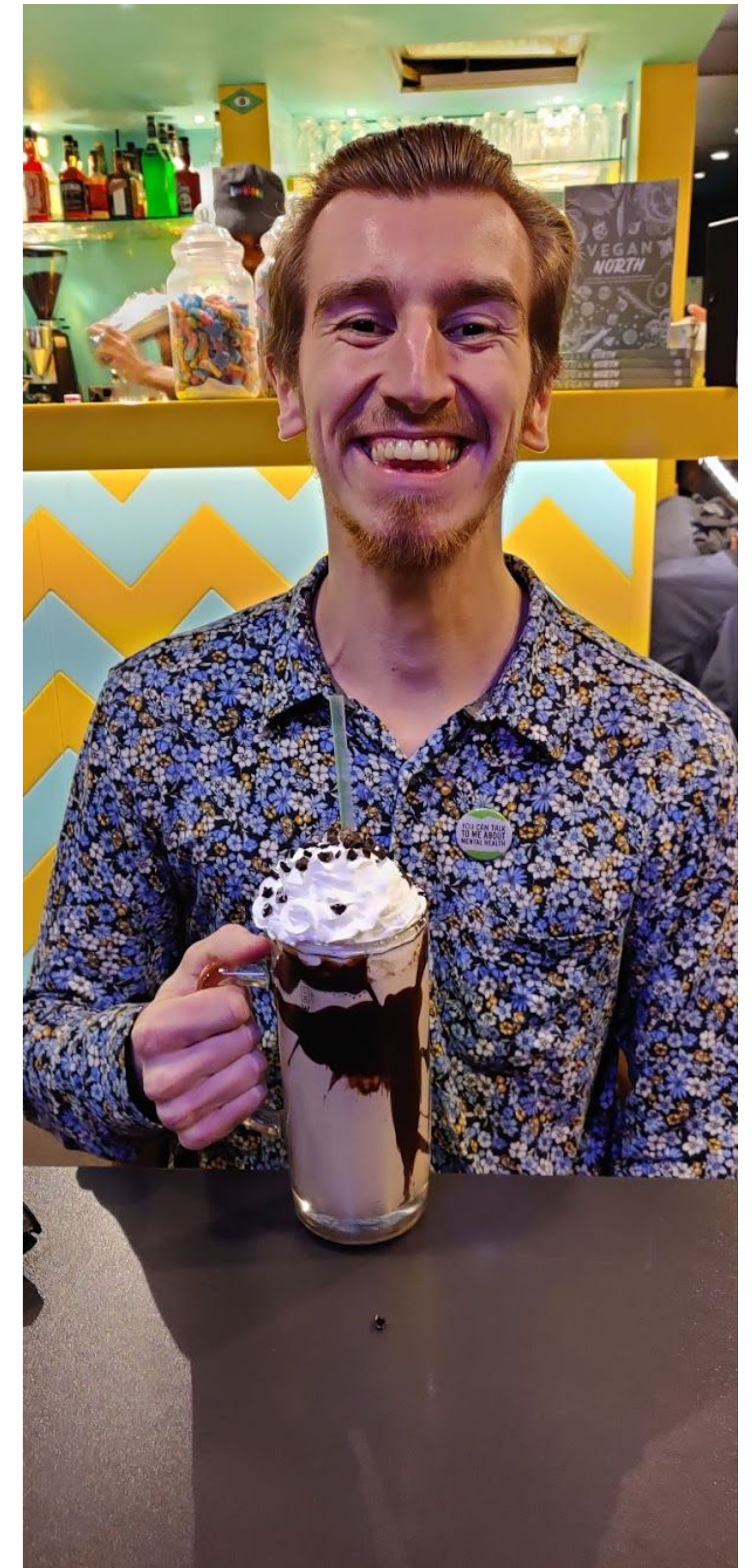
- **Time**

Aidan doesn't work well if he's got lots of little things to do and context switching. He works better with one or two things to focus on with clear goals and instructions.

- **Patience and trust**

Aidan doesn't do things ahead of time. He's tried for 25 years to change. This [video from Tim Urban](#) sums it up quite nicely. As long as Aidan knows when the deadline is and what needs to be done for it, it will get done in time. Even if it seems like he's left it too late.

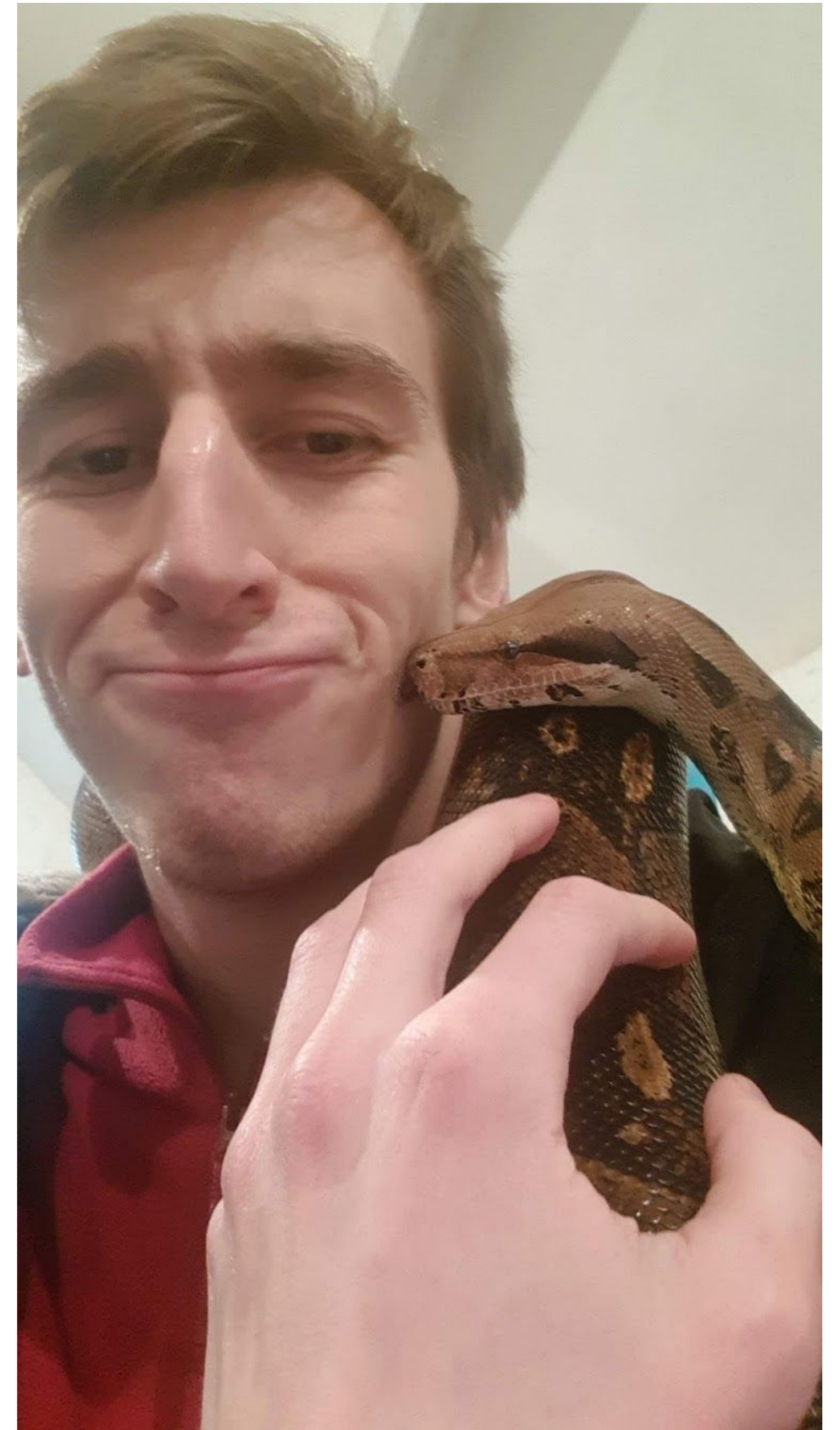
*See: that one time I did my 6 month university dissertation in 2.5 weeks :)*



# How Aidan learns best

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- Clear criteria for success/failure.
- Time to learn. Little and often works well. Regular checkups gives Aidan accountability to learn things!
- Aidan won't be motivated to learn something if he doesn't see why it's valuable.
- Aidan likes learning, especially if it's learning whilst doing. Duolingo, Medium, Books/Podcasts. Edutainment is my fav way to kill time :)
- Aidan loves failure being recognised as an opportunity to learn! If someone failed, it's not because they deliberately tried to do something badly, why punish someone as if that was the case? Celebrate failure.





# Aidan's Strengths

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- **Presenting/performing.**

Aidan is naturally socially anxious 1-1 but when performing he turns into a strangely smooth and confident presenter.

- **Creating positive and inclusive vibes & Leadership**

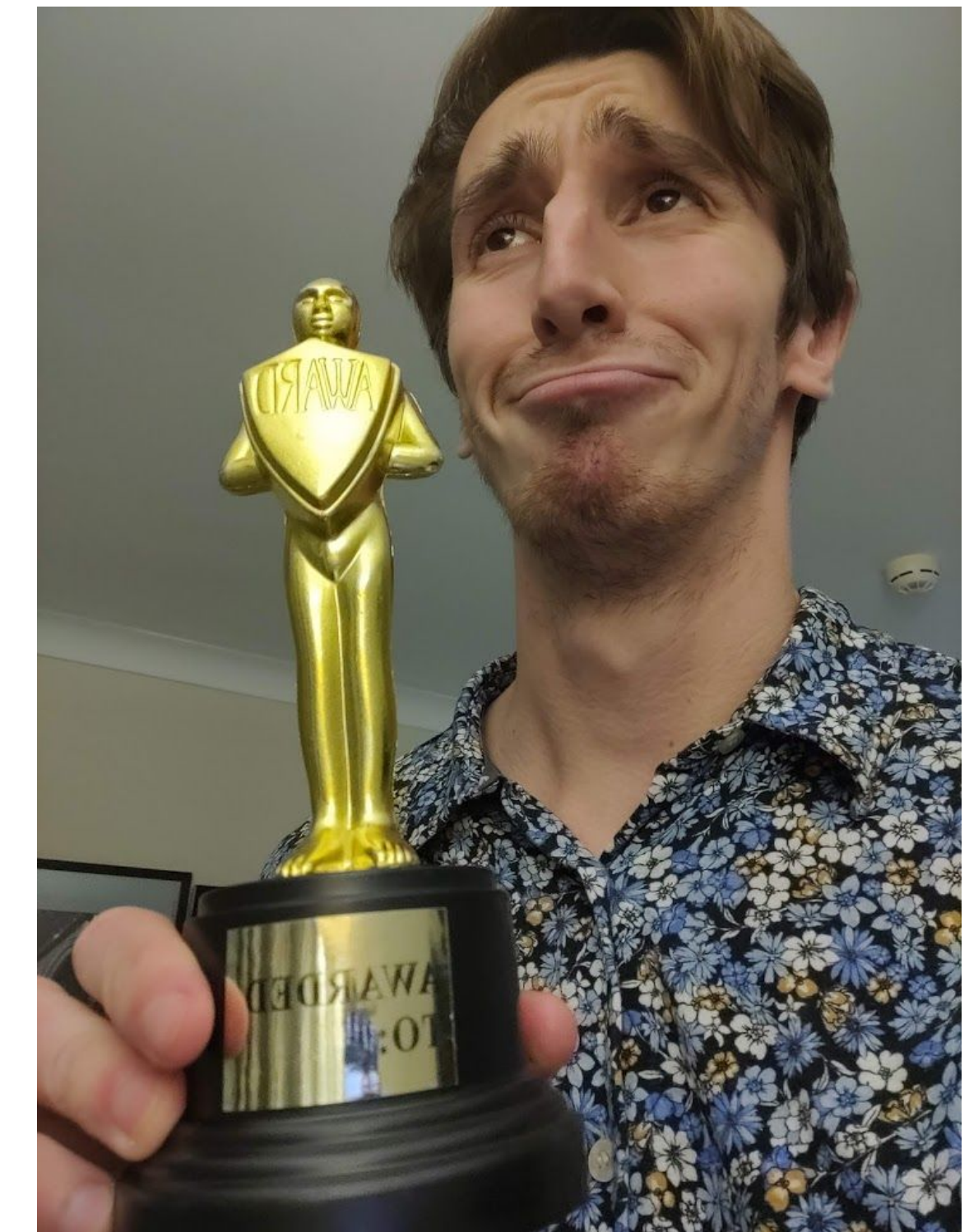
Aidan tries his best to make everyone feel welcome, comfortable, and included! He's quite good at listening, empathising with others, and conflict de-escalation.

- **Self-improvement**

Aidan always wants to get better at stuff. Whether it's at work or at Pokémon battles, he's always looking to improve. This means he's generally lightning fast when on a computer because he's learned all the shortcuts and is a fast typer.

- **Performing under pressure**

Aidan is at his best in a crisis. Probably a natural byproduct of constantly being late/overthinking. He remains calm and composed in high-stress situations!



# Things Aidan struggles with

yashas-strong-arms

it's so stupid, adhd is a dozen vaguely related neuroses in a trench coat, including such popular hits as

- Can't Fucking Sleep Disorder
- Can't Fucking Wake Up Disorder
- What Is A Focus
- Oops I Did It\* Again (\*Spent Thirteen Hours On Youtube And Forgot To Eat Or Drink)
- The World Is Too Noise Today
- All My Friends Hate Me (I Deduced This From A Three Word Text)
- I Forgot About [thing] Literally As Soon As I Turned Around

...and they decided to call it Trouble Sitting Still Disorder?????

- **ADHD:**

Here's a presentation that goes into this a bit more.

[acammies.com/posts/OkayNotOkay/](https://acammies.com/posts/OkayNotOkay/) (and a meme over there →)

- **Imposter Syndrome/Low self-esteem**

Aidan often believes that he's not good enough and struggles to accept positive feedback or talk positively about himself (that last side was a real struggle!)

- **Anxiety/Depression**

Some really nasty things that Aidan has had a fair bit of experience with in the past. Thankfully hasn't reared its ugly head for a while :)

- **Eczema**

Eczema, he gets really bad itches, scabs all over and can't sleep, it's a lot worse in winter. This leads to a nasty self-fulfilling prophecy when linked with the brain stuff above. If you want to see some (nasty) pics see here: [tinyurl.com/aidaneczema](https://tinyurl.com/aidaneczema)



# Things Aidan loves

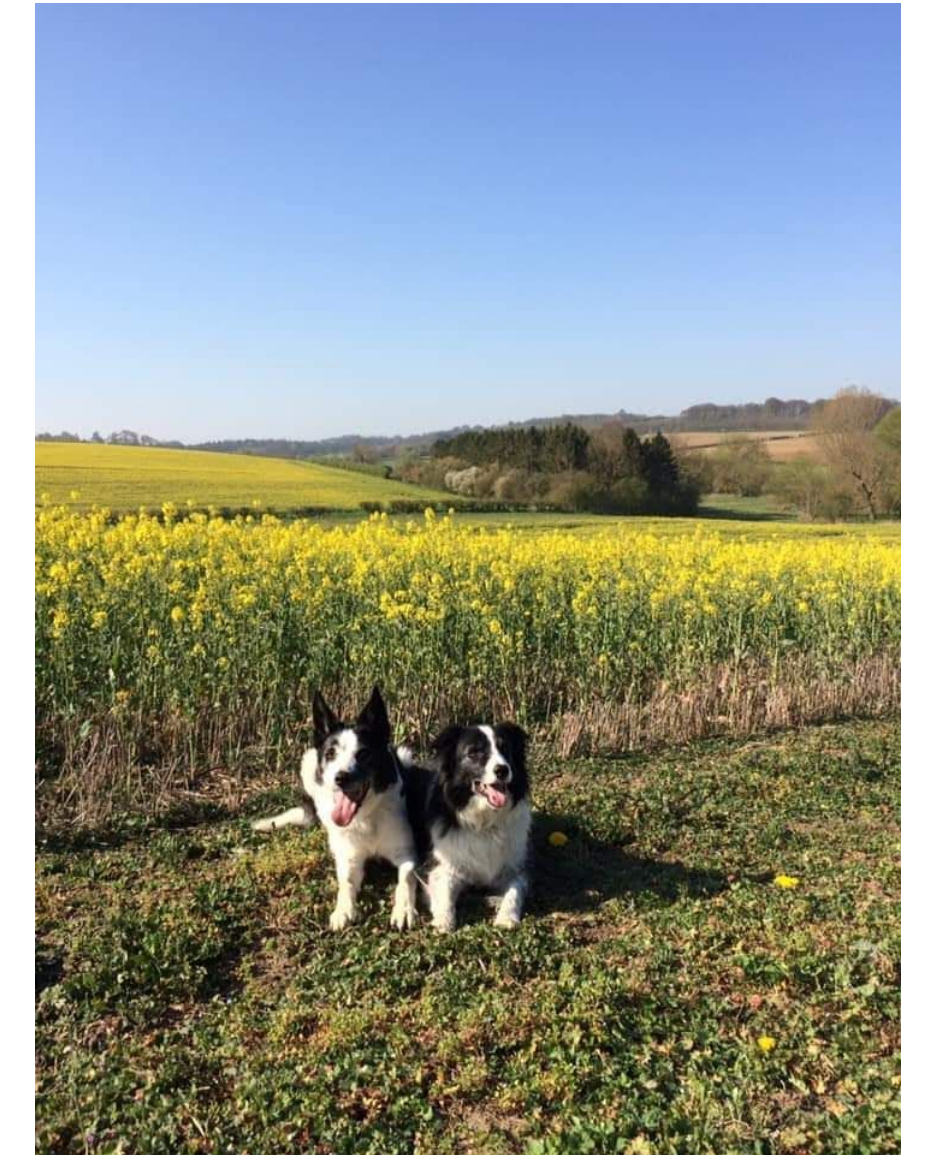
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- **Work Passions**

Agile ways of work, psychological safety, challenging the status quo. Finding ways to deliver more value with less effort. Dedicating time to enjoying time at work!

- **Personal Stuff:**

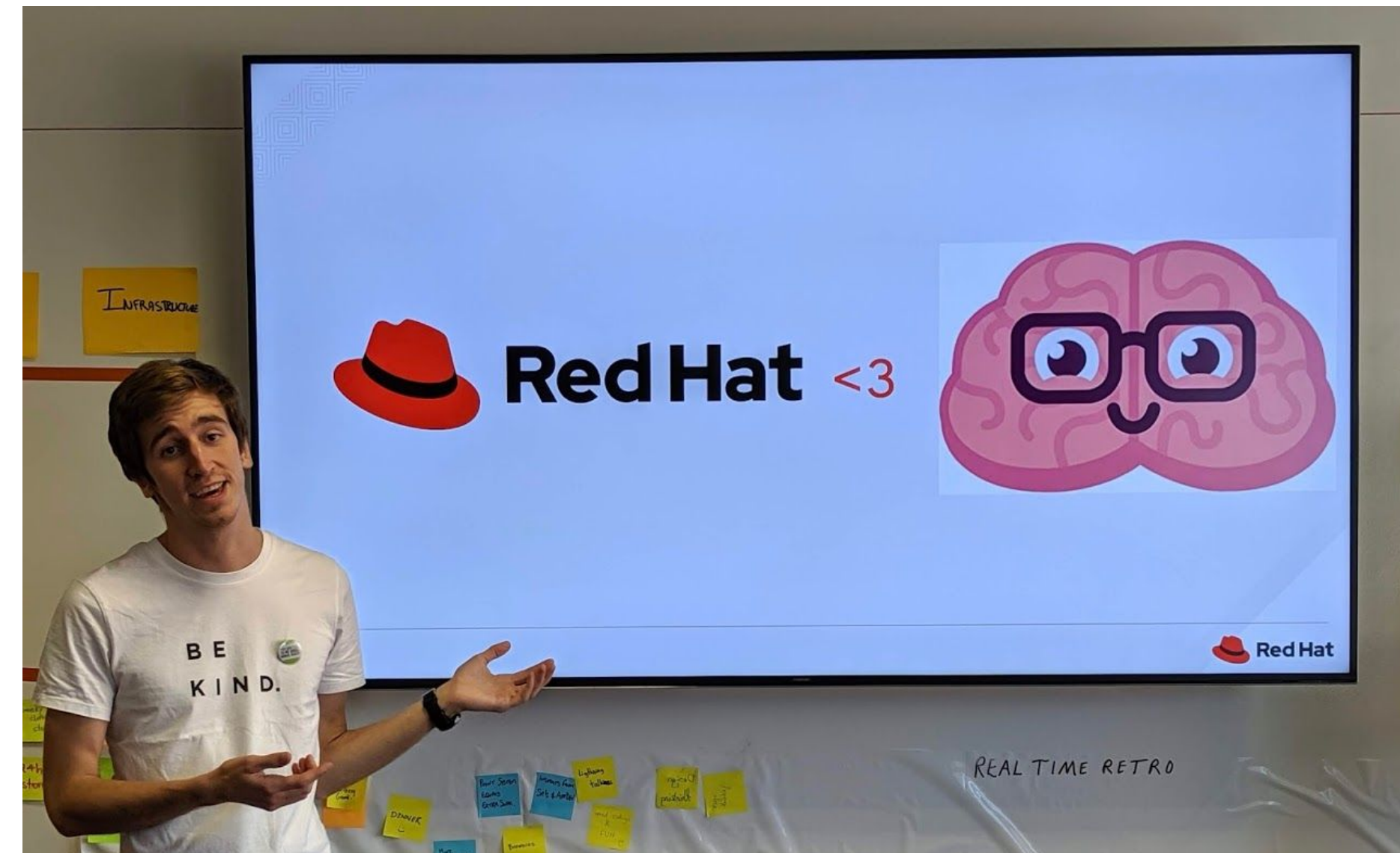
Books (fiction or anything self-improvement), Podcasts, Football (anything Arsenal/Newport County/Wales), Mental Health, International Rugby, Memes, Music, Video Games (especially Pokémon and Star Wars), anything techy, Artificial Intelligence, Cryptocurrency, fun science-y shows/youtube channels (e.g. kurzgesagt), podcasts (Tim Ferriss, McElroy Brothers, etc), science and nature (especially space and dinosaurs), [Lego](#), Tasty Vegan food and recipes, board games, delivering presentations, Dogs, Guitar... to see the full list, check out the link at the end :)



# Other things to know about Aidan (values)

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- **Honesty** Aidan wears his heart on his sleeve, will never bullshit or lie or backstab, it's just too much effort to keep a story straight!
- **Excitable** Aidan brings a lot of energy to work, He gets easily excited and moves around a lot. He often fidgets and can't sit still in meetings but moving helps him focus! He also uses lots of emojis and exclamation marks! :)
- **(Over)Caring** He's nearly always smiling and expressive. It can be perceived as sarcastic or inauthentic but really he just wants to help.
- **Strong sense of fairness.** If something seems unjust Aidan will dive in to try and fix it. He hates cheaters/power imbalances/injustice.



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“Sonder – The profound feeling of realizing that everyone, including strangers passed in the street, has a life as complex as one's own, which they are constantly living despite one's personal lack of awareness of it.”

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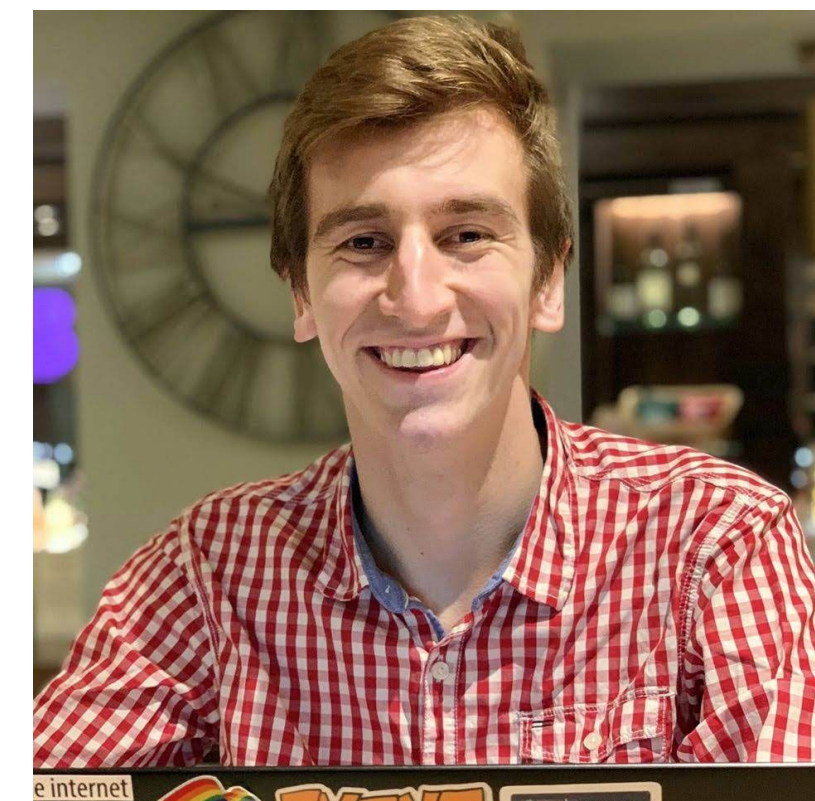
AIDAN'S FAVORITE WORD

# Contact details and fun links to click :)

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- A link to my 7 page personal user manual:  
[docs.google.com/document/d/1PjCzV2t\\_2-gik7VdepW0GqE-j1zhc1COiPv9Bf7MW7s](https://docs.google.com/document/d/1PjCzV2t_2-gik7VdepW0GqE-j1zhc1COiPv9Bf7MW7s)
- An explainer post I wrote on personal user manuals:  
[acammies.com/posts/personal-user-manuals-wip/](https://acammies.com/posts/personal-user-manuals-wip/)
- Link to template used for my personal user manual:
  - [Gslide Atlassian Template](#)
  - [atlassian.com/team-playbook/plays/my-user-manual](https://atlassian.com/team-playbook/plays/my-user-manual)
  - [Google Doc Text Based Template](#)

	<b>Personal</b>	<b>Work</b>
<b>Phone</b>	Removed - Drop me an email and ask :)	07785348435 (pls don't sign me up for stuff)
<b>Emails</b>	<a href="mailto:a.cammies+PUM@gmail.com">a.cammies+PUM@gmail.com</a>	<a href="mailto:aidan@redhat.com">aidan@redhat.com</a> <a href="mailto:acammies@redhat.com">acammies@redhat.com</a>
<b>Social Media</b>	"Aidan Cammies" (So far I'm the only one) Acammies (Instagram) CammiesCooks (Instagram)	<a href="https://linkedin.com/in/cammies">linkedin.com/in/cammies</a>
<b>Website:</b>	<a href="https://acammies.com">acammies.com</a> <a href="https://discord.gg/NCzstxbNCB">https://discord.gg/NCzstxbNCB</a>	Github: <a href="https://github.com/acammies">github.com/acammies</a>
<b>Podcast:</b>	Brainstorm Squared: <a href="https://tinyurl.com/brainstorm2spotify">tinyurl.com/brainstorm2spotify</a>	



Thank you for reading, if you have any feedback or suggestions I'd love to hear it here:

<https://forms.gle/2ojeTn9AtR9LbGg46>

Have a wonderful day! :)