

Sam Smith



### What people like and admire about me

- You are compassionate, supportive and approachable.
- You actively listen and are a great confidant.
- You bring constructive challenge and welcome the same from others. You will always look to do the right thing, not the easy thing.
- You are humble and always seeking to learn and stretch yourself. You inspire me to push my own practice forward, and you want everyone to reach their potential.
- You think broadly and creatively and are solution-focused.
- You are someone who can be relied on to deliver whatever the context.

### What's important to me

- My family and my closest friends, who are like family to me.
- Doing work that I enjoy and which makes a difference.
- Being part of a team which has different perspectives, experiences and strengths, and which harnesses the power of its differences.
- Supporting people to develop – I want my teams to be better than I am!
- Looking after my good health and wellbeing. This often means walking by the sea or in the country. Time for me makes me better in all areas of my life.

### How to support me well at work

- Tell me what you're working on and ask me what I'm working on – I'll bet we'll be able to help each other out! I always value and appreciate being in the loop early.
- Accept that I may often need time to think – I will always give you my best response, idea, suggestion or advice after I've had an opportunity to think about it, even for just a couple of minutes.
- Give me feedback – I need to know both when you think I am doing a good job, and when you think there are things I can do to improve and be better. I have a tendency to be hard on myself, so I'll always appreciate you delivering improvement-based feedback with extra sensitivity and kindness.
- Do what you say you are going to, when you say you are going to – and expect the same from me.