

GETTING TO KNOW YOUR NEW HIRE

Name: Tiago

Preferred First Name: Tiago

Department: Influencer

LinkedIn Profile: [Click Here](#)

What Are Some Of Your Hobbies:

- I love cooking as if I were a professional on some sort of really awesome cooking show with specified ingredients like a food scientist;
- I love messing around on musical instruments of all types. Music theory is fascinating to me.
- I do play a Nintendo Switch here and there. I have a Nintendo Switch 2, it's really fun. Yes, I'm a full grown adult.

What “Little Things” Make Your Work Day Better?

- I think the small things make my workday better are one to two minute conversations every few hours that are completely and utterly unrelated to work to afford our brains to take a quick pause for the moment so we can jump back in with renewed energy. The whole notion is essentially bringing ourselves back down to a peaceful center, and then jump back into the mission.

How often would you prefer to have 1:1s with your manager?

- I'm very happy to have them once a month. I'm very happy to have them two times a month if a manager prefers to have weekly meet ups when someone is new to their section. I just want to make sure that I'm being conscious of the time being spent on both sides to make sure that it is productive for us to be meeting because if it's not then I'm super happy to meet more infrequently than more frequently.

Are there any tools or resources you need to feel comfortable & productive?

- Tools I need to be productive are as follows: access to software or anything that's automation related in order to be able to make my day manageable. I need to be able to have access to technology that's updated as much as we can within an agency and practice, and lastly if we can get an espresso machine, fresh coffee beans (medium roast) along with grinder that would be amazing haha

What have past leaders done that you'd like your new leader to do as well?

- I have had past leaders of all different shapes and sizes throughout my time in the military, throughout my time at Edelman, and throughout my time even at McDonald's so I think the most important thing to see that leaders above me have a desire to be where they are and the desire to, within reason, present new findings, teachings, and share moments with people below them. Without this you tend to have a bunch of, as we would say in agency speak, chickens running around without a clue.

What are one or two of your career goals for the next year and how can we best support those for you?

- One to two year career goals for myself at this point include being able to increase my strategic knowledge on agency practices learn better practices for efficiency be able to essentially do more with less, and so on. My major goal behind this is to be able to adapt with the market as it comes along, and I'd love to be able to mold within agencies as newer models come along to make sure that I am indeed contributing to the overall performance of our current agency goals, whether it be new business or active business, etc.

How do you like to RECEIVE Feedback?

- In the moment
- During 1:1s

How do you like to GIVE Feedback?

- In the moment
- During 1:1s
- I have no preference,
- For me, I always find that people tend to like getting feedback in a variety of different ways, but I would always tend to air on the side of caution when giving live feedback depending on who it is in front of and if that person decides that they would prefer email in place of live conversation or whatever their desire is, either way I am glad to mold myself to it.

How do you treat yourself when you're celebrating a "win"?

- The way to treat myself in a professional sense whenever I have a win is to take a moment of pause and think about the effort that went into the work and appreciate that I was able to do that along with the help of my teammates.

What else would you like us to know about how you work best?

- N/A

Do you have any questions that we can answer for you?

- Do we host any sort of office parties like after major Windsor [sic] do we have any sort of dinners or things like that that we normally do and I know we talked about treating ourselves individually but do we ever do like team treatments, and things like that or more kind of a focused on awards, I'd love to hear how that works...