

How to work with me - A “user’s manual” to Ivar Kroghrud



Here are a few important quirks and characteristics about me:

- I am goal oriented and driven by a fundamental need for my team to win.
- I am very patient, even-tempered and easy going. I appreciate straight, direct communication. Please just say it! If you hint at it, I’m likely to miss it. I have a genuine openness to different viewpoints and prefer diversity in perspectives.
- I place a tremendous amount of trust in others. I am perhaps naïve, accepting, trusting and usually think the best about people. I am easily fooled and strongly prefer being wronged or disappointed by people, as opposed to constantly being skeptical and “alert” about the people around me. Please beware of this trait and remind me if you think I’m being led down the wrong path.
- I tend to be fond of deliberation and reflection— i.e. I am cautious, thorough and may occasionally seem slow in my decision making. This is especially true when there’s a high level of uncertainty, when the stakes are high, or when decisions may affect people in unpleasant ways. This trait is usually a good thing, I think, as it ensures quality input/decisions, but given the points above: I expect you to kick me in the ass if you feel things are taking too long.
- I sometimes shy away from conflict and confrontation. I occasionally accommodate too easily to the needs/views of others when challenged. I am aware of this and I am working on it. Please help me out here!
- I am a team player and work best when I’m in a team-setting. Achieving things together with others is what makes me tick.
- I am often good at framing complex/difficult issues and create simplicity where many others see complexity. I frequently find myself able to improve other team member’s ideas in a teamwork setting. I’ll never ever steal your idea or pass it along as my own, but I’ve learned that I am able to sharpen and distill others’ ideas in a productive way.
- My experience and my education makes me a generalist. I am creative and quite good at making high level strategies that play out well. I am a good and accomplished leader. I’m also good at coaching people, building trust and productive working relations. I understand the paramount importance of a well-crafted business model and always take a keen interest in “how the machine really works”. I understand both technology and finance well enough to function but I am not detail oriented or impressively knowledgeable in either of these areas (i.e. you are probably better).
- To me, politics or any degree of Machiavellianism is kryptonite. I need to fundamentally love my co-workers in order to thrive and give 100% at work (“love” in this context means knowing, liking, and thoroughly understanding the people I work closely with, which creates an open and honest work culture).

How to use these points:

Be aware of them and use them to get to know me more quickly. The points above are not an exhaustive list, but should save you some time in figuring out how I work and behave. Please make me aware of additional points you think I should include in a revised version of this “user’s manual”, i.e. please tell me when you think you’ve found quirks that I haven’t included here.

Warm regards,
Ivar

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