Participant – Adam Dissel

Name: Adam Dissel

• What is most important to them?

- Quickly grasping the "why" for that meeting or presentation.
- Which decisions are needed and a brief context regarding how these will move an effort along.

• What hooks them?

- I'm hooked by enthusiastic momentum – moving forward to actually achieve things that matter to us.
- Various personalities may differ in how their commitment and/or enthusiasm manifests, but if the presenter is willing to reveal their personal drive to the other attendees, I think that further grows team culture and trust.
- Clarity on shared commitment by meeting's end. Healthy disagreement and discussion of alternate viewpoints is a sign of a team that trusts each other; however, everyone needs to be willing to commit to and support decisions made by the end of the meeting and BEYOND – even when the outcome was not their original recommendation.

• What details do they need?

- I appreciate knowing up front which decisions are to be made and who will be making them.
- Similar to Kristin, I want to see actions, owners, and dates.
- Knowledge of which actions are actually within our power to make and take accountability for – I don't appreciate spending much time on things that are genuinely outside our control; however, in my experience, there usually are elements within our power that could be extracted from most complaints – that's empowering and helps us meet needs.

• What are they willing to compromise?

- As long as it doesn't compromise safety, ethics, or law I am open to be persuaded to compromise on anything that helps the team and the team's mission.