

KaN Employee Style Doc

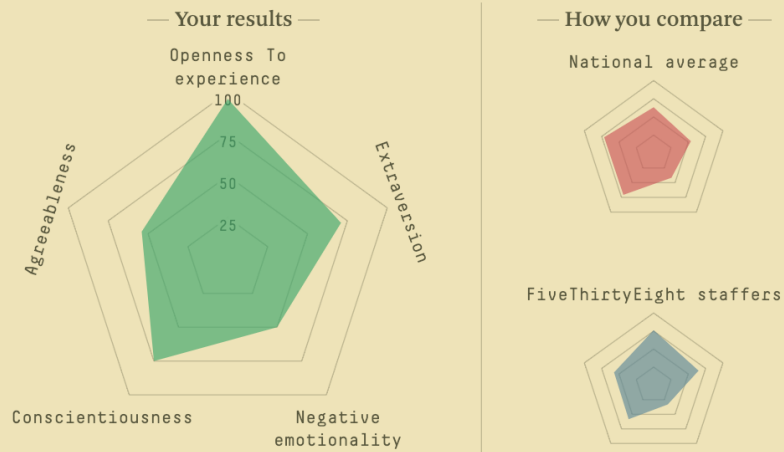
Schedule & Communication

- **Preferred working hours:**
 - Around 10-6pm CT
 - +/- 1 hour on both ends depending on the day
 - You can always see my schedule on my Google Calendar which I update daily
 - I'm not the kind of person to work throughout the night on something, although I sometimes work later than the above working hours if needed.
 - I've never "pulled an all nighter" and been happy with my results. I'd prefer to rest and sleep and think about things and then jump back into work the next day.
 - To be honest though, I'm almost *a/ways* thinking about work, our impact, and how I/we can make things better for people, for patients, clinicians and our customers.
 - So even if I'm not on Slack, if you have a cool idea or want to chat on the weekends, just ping me and I'll get back to you :~)
- **How do you like to stay in touch:**
 - I prefer Teams/Slack chats and audio/video calls via Google hangouts or just Facetime (312-450-4507) BUT:
 - While I like to talk, if you want to talk immediately, please ping me before we call so I can be ready and expecting you. Otherise, please schedule via calendar invite or calendly
 - If something is urgent, I usually respond pretty much immediately, over any communication platform

Working Style & Personality

- **Have you done a work personality assessment you think is relevant?**
 - I'm extremely passionate and picky about personality assessment, given my background in psychology.
 - My personal favorite is the [Big 5](#), which has been deemed psychometrically valid and reliable. My Big 5 scores:

YOUR BIG FIVE SCORES



Openness to experience	96	out of 100
Agreeableness	54	out of 100
Conscientiousness	75	out of 100
Negative emotionality	50	out of 100
Extraversion	71	out of 100

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- I recommend you take the quiz too, it doesn't take too long and results are consistent over time
 - Link: <https://projects.fivethirtyeight.com/personality-quiz/>

- Data science (extracting insights from data sets)
 - Statistics
 - Machine learning?
 - Neural nets?
- Behavioral economics, incentives, and behavior change designs
- Anything to do with surveys/questionnaires!
- ***Others can bring out the best in you by...***
 - Coming to me with ideas to be discussed or iterated upon
 - Giving me direct feedback
 - Being clear about who is doing what
 - Getting me excited about the impact of a project
 - Getting into the philosophy or empirical research behind a project
 - Giving me opportunities to try new things, be creative, fail, and work together with others to iterate and create something better over time.
 - Telling me to go do research on a topic
 - Connecting with me as an individual, attempting to understand me holistically and not just as a widget.
 - That connection can even make me a more effective widget when I need to be a widget!
 - Be communicative! I much prefer overcommunication to under communication
 - Teaching me! I'm here to listen and improve

De-motivators

- ***What types of work environments/projects do you find the most draining?***
 - Projects that aren't fully scoped and delegated, where I need to guess more of the direction rather than knowing what needs to be done.
 - Or at least know the question that we are trying to answer, or problem we are trying to understand
 - Work that is monotonous while not feeling impactful
 - Cold, non-humanistic, corporate environments.
 - I see my coworkers/peers as people and not as mere means to an end.
 - I usually dislike when I work completely alone with no feedback along the way or input from others. I like to contribute to something bigger than myself with others to create something that is greater than what we could have achieved by working separately.
- ***Others can help you by not engaging you in...***
 - Pricing/accounting
 - Coding
 - the act itself is what I dislike, I like to discuss ways to conceptualize & solve problems in the big picture (and deductive logic)
 - Chemistry

- Sales, for the most part

Career Goals

- ***What are your professional goals for the next year?***
 - To continue learning every aspect of our products and about the people that use them. I am very happy in UX and am excited to see the possibilities it holds as we grow and change.
 - Do more data science work as our dataset gets larger and more interesting
 - Learn the technical side of data science (statistics, machine learning, neural networks)
 - Except I'm not the guy to code these for you, I'm interested in the analysis, determining what questions to ask, and what questions we CAN ask of the data
 - Contribute to management of new content employees?
 - More writing! And more editing others' writing and my own.

Previous Experience

- ***What has been the most valuable previous work experience and why?***
 - I was a clinical researcher at my previous job at Vitality, a post IPO startup, where I made experimental designs and clinical decisions with a team of healthcare professionals that directly impacted the lives of our patients with chronic pain and/or substance use disorders.
 - This involved TONS of primary research into clinical areas, discussions with doctors, nurses, psychologists, therapists, and social workers. We worked as a team to determine the best care models for patients and clinical research to improve the standards of care while minimizing risk to patients
 - Learned about startups, management, working on a team, what it's like to work directly with doctors and support their needs.
 - Ended up very close with the CEO, who trusted me to do research for the company and brief everyone on the latest relevant scientific and clinical developments. Was often included in high level decision making and meetings.
 - Learned to work from home and stay productive! Nobody knew how useful those skills would become!
 - I also did research in a variety of psychology and neuroscience labs:
 - Research on pain & the placebo effect at the National Institutes of Health (NIH)
 - Research on music perception & subjective pleasure at McGill
 - Chronic pain & addiction research at McGill
 - Chronic pain neurophysiology research at Northwestern Medical School

- Olfactory (sense of smell) neuroscience research with rats (never again) at UChicago

Misc.

- ***Anything else you want to share***
 - I also listen to a TON of music, and always appreciate recommendations and can give you recommendations if you're interested
 - My [Spotify](#)
 - I also occasionally write poetry, usually with a particular audience in mind.
 - I'm a Youtube fanatic, just ask and I can always recommend a channel or video
 - I'm deeply engaged with politics and philosophy
 - Please hit me up about these topics any time!
 - I love both because they both have room for disagreement and discovery and respect differences in opinion, that's the point!
 - I'm a runner
 - I need to run at least every couple of days in order to function mentally
 - Other topics of interest:
 - Economics
 - Healthcare
 - Political Science
 - Sociology
 - Visual art
 - Journalism
 - Really anything science related (except chemistry, as stated above)