

Personal Operating Manual



Hi, I'm [Chris Moeller](#) and I'm so happy to 'meet' you!

This manual is intended to help others understand what it might be like to work with me, especially people who haven't worked with me before. It's also a well-intentioned effort at building some trust by being intentionally vulnerable, and to share my ideas of a good working relationship to reduce the anxiety of people who might be on my team.

I learned about the concept of a Personal Operating Manual from my pal, [Darren Murph](#) during his days at Gitlab – where he helped scale the world's first 100% remote organization from startup to IPO in 2021.

About me (My Identity Stack)

1. I am an entrepreneur of 24 years – and I have a passion for the startup world. I tend to see things in big picture and operate a couple of years ahead of the curve. I don't let perfection get in the way of progress, but I have a deep respect for the details.
2. I spent the last 20 years in Commercial and Corporate Real Estate. I plan to spend the next 20 years building [#resilientcommunities](#).
3. I am a systems thinker. My brain goes to [causality](#), not correlation first. I am not much of a symptom-treater....I prefer getting to the root cause.
4. I love exploring. Explorers use compasses, not maps. Sometimes, we get lost.
5. I believe technology is a practice – and as with any practice, the more you do it, the better you get.
6. I gain perspective and energy from being outside. I love the mountains.
7. I love to [write](#). It helps me preserve my thinking, especially when I'm way ahead of the market.
8. I love to coach, teach, and mentor. I tend to share my failures over my achievements. I think we have more to learn during our times of challenge than we do during our times of triumph.
9. I split my time between city life (Charlotte, NC) and the high country ([The Retreat at Firefly Farm](#)) in Western North Carolina.
10. I believe strongly in the power of community and the power of networks and I aim to build both everyday.

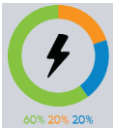
How you can help me

1. [Follow me](#) on LinkedIn. I love to network and post there. That is my social platform of choice. Join [#TinyGiants](#) and my Podcast, [The Edge Report](#) – From Bricks to Clicks.

2. Subscribe to my [newsletter](#). It's a work in progress, but ya gotta start somewhere, right?! I strive to find the time to write a weekly muse, we'll see.
3. Contribute. I will do my best to make myself accessible and approachable, but you have to contribute by sharing your thoughts, questions, and aspirations. Share your network, amplify the cause & purpose of those around you. This is what I mean by **#bettertogether**.

What 'they' say about me

1. [Genius Spark](#) – Servant Leader.



Servant Leaders have strengths in Relating (Blue), Thinking (Green), and Acting (Orange), zones with no strengths in the Motivating (Red) zone. SL's prefer behind-the-scenes work and rarely take center stage. Even though they do not have top strengths in the Motivating Zone, their style generates trust, confidence, and camaraderie.

2. Clifton Strengths – Individualization, Futuristic, Ideation, Activator, Strategic



STRENGTHEN

1. Individualization
2. Futuristic
3. Ideation
4. Activator
5. Strategic
6. Woo
7. Connectedness
8. Intellection
9. Communication
10. Maximizer

NAVIGATE

11. Self-Assurance
12. Achiever
13. Belief
14. Relator
15. Input
16. Command
17. Restorative
18. Learner
19. Significance
20. Focus
21. Deliberative
22. Analytical
23. Positivity
24. Arranger
25. Competition
26. Responsibility
27. Adaptability
28. Developer
29. Empathy
30. Discipline
31. Includer
32. Consistency
33. Context
34. Harmony

You lead with **Strategic**

Thinking CliftonStrengths themes.

■ **EXECUTING** themes help you make things happen.

■ **INFLUENCING** themes help you take charge, speak up and make sure others are heard.

■ **RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

■ **STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.

READ "IDENTIFY YOUR UNIQUE CONTRIBUTION: THE CLIFTONSTRENGTHS DOMAINS" SECTION TO [LEARN MORE >](#)

3. MBTI – ENFP – Campaigner: Enthusiastic, creative, and sociable free spirit, who can always find a reason to smile.

Communicating with me

1. I strive to be accessible, but I struggle with accommodating all the forms of communication. I have three separate email inboxes to keep my life as compartmental as possible. I am running 3 businesses at the same time.
2. I don't believe 'work' should be conducted over text messages. If it needs to be written down, I prefer it to be sent via email. Save the texts for grabbin' a beer or other more trivial banter.
3. If it's complicated or urgent, call me.
4. I embrace [asynchronous workflows](#). I prefer a variety in my workday as opposed to routine. I work best when leveraging a [non-linear workday](#). Sometimes my best thoughts happen at 3am so I get to work.
5. I'm a processor, and my processing speed requires thought time – especially after particularly intense meeting sessions. That means don't ask me how it went right after a meeting. I simply don't know...yet.
6. I don't let messages go without response beyond the business day. Nudge me if you haven't heard back – I didn't mean to ignore...but...no response is, in fact, a very effective response when necessary.
7. As a result, I tend to expect the same in terms of response time. Please let me know if I need to adjust my expectations. Business is moving faster and faster everyday and sometimes it just can't wait.

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Sundays are for vinyl. My dog's name is Murphy "Murph" Moeller. Bourbon is my drink of choice. I love a long-range mountain view and nothing beats a campfire. Know your farmer, and always have a go-to recipe. PC over Mac. Open-source over walled garden. Cryptocurious. Happily married to the same amazing human for 23 years with two beautiful children, 15 and 17. Stubbornly independent and always aware of my surroundings. Well prepared for most things, but acutely appreciative that life holds no guarantees. Love hard and live all life has to offer.