

Richard Mears



What people like and admire about me

- Ambitious for the people we support ad the region.
- Acts with courage when facing difficult decisions or situations.
- Kind, calm and measured.
- I am friendly and approachable.
- Always shows fairness and respect for colleagues.
- I am supportive and a good listener.
- I am creative and enjoy finding solutions to problems.
- I am a positive person who likes to have fun.

What's important to me

- Running in the great outdoors - for my physical and mental health.
- Having quality time with my family - mostly limited to teatime these days with two teenagers!
- Challenging myself, giving things a try and learning new skills - it's good to push yourself outside your comfort zone!
- Social justice - Fair access, contribution, human rights and diversity.
- Being organised so I have enough time to do what's needed.
- Having space to focus and reflect during the working week, time to get the job done.
- Building positive relationships with people.
- Having an outlet for creativity whether it's through work, art or playing the guitar.

How to support me well at work

- Keep me informed about the things that I need to know.
- I enjoy fighting fires but let me know when you see the smoke and not when the roof is about to fall in!
- Sometimes my memory fails me so give me a gentle reminder if I forget to do something.
- I prefer calls and Teams messages to email.
- Be clear about your expectations and what you require.
- Sometimes it can take me a little time to process what has been said and I may need a little time before giving you a response.
- I'm a visual and practical learner.
- Let's avoid full days of back to back meetings.