

Weekly Param Team Newsletter

"Train people well enough so they can leave. Treat them well enough so they don't want to."

- Richard Branson

CFO asks CEO: "What happens if we invest in developing our people & then they leave us?"

CEO: "What happens if we don't, and they stay?"

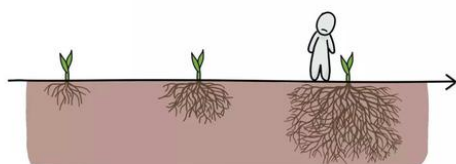
$$(1.00)^{365} = 1.00$$

$$(1.01)^{365} = 37.7$$

Doing nothing at all
Vs.

Small consistent effort

GROWTH
IS NOT ALWAYS VISIBLE



@melodie_tld

Emotional Equations

- Chip Conley

$$\text{Despair} = \text{Suffering} - \text{Meaning}$$

$$\text{Disappointment} = \text{Expectations} - \text{Reality}$$

$$\text{Regret} = \text{Disappointment} + \text{Responsibility}$$

$$\text{Jealousy} = \frac{\text{Mistrust}}{\text{Self-Esteem}} \quad \text{Envy} = \frac{(\text{Pride} + \text{Vanity})}{\text{Kindness}}$$

$$\text{Anxiety} = \text{Uncertainty} \times \text{Powerlessness}$$

Getting The Most out of Your Work Life

$$\text{Calling} = \text{Pleasure} / \text{Pain}$$

$$\text{Workaholism} = \frac{\text{What Are You Running From?}}{\text{What Are You Living For?}}$$

$$\text{Flow} = \frac{\text{Skill}}{\text{Challenge}}$$

$$\text{Curiosity} = \text{Wonder} + \text{Awe}$$

Defining Who You Are

$$\text{Authenticity} = \text{Self-Awareness} \times \text{Courage}$$

$$\text{Narcissism} = (\text{Self-Esteem})^2 \times \text{Entitlement}$$

$$\text{Integrity} = \text{Authenticity} \times \text{Invisibility} \times \text{Reliability}$$

Feeling Contentment

$$\text{Happiness} = \frac{\text{Wanting What You Have}}{\text{Having What You Want}}$$

$$\text{Joy} = \text{Love} - \text{Fear}$$

$$\text{Thriving} = \frac{\text{Frequency of Positive}}{\text{Frequency of Negative}}$$

$$\text{Faith} = \frac{\text{Belief}}{\text{Intellect}}$$

$$\text{Wisdom} = \sqrt{\text{Experience}}$$

No organisation can have more than 5% doers/achievers. Not because it is impossible but because it is high risk. Agree?

LET'S JOIN PARAM FAMILY



**“CREATIVITY
IS JUST CONNECTING THINGS.”**

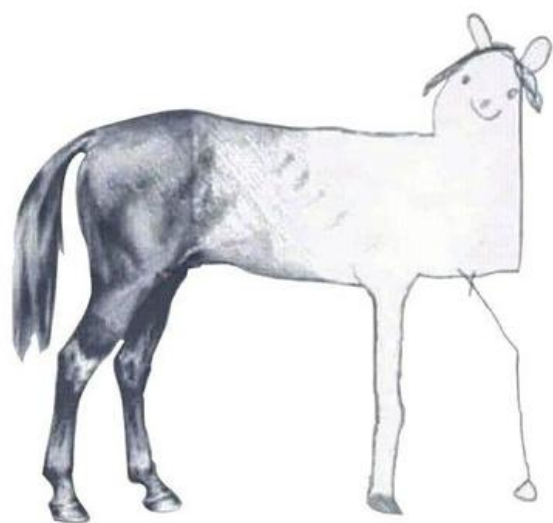
STEVE JOBS

Some relevant insights



Sebastián Ramírez
@tiangolo

I saw a job post the other day. 🤖
It required 4+ years of experience in FastAPI. 🧑
I couldn't apply as I only have 1.5+ years of experience since I created that thing. 😅
Maybe it's time to re-evaluate that "years of experience = skill level". 🌱



Plan Design Develop Test Release