

## ANDY'S ADVICE TO HIS 20 YEAR OLD SELF

- Operate in your circle of influence - Control the controllable.
- Embrace the knowledge that career trajectory is not linear.
- Make self-reflection a habit.
- Don't stay where you are not valued
- Back yourself!
- Don't think work life balance, think whole of life.
- A positive attitude is infectious and it can create a huge ripple in an organisation.
- Do the plus ones - the little, often unseen, extras.
- Slow down to speed up. Greatness requires stillness.
- When starting out - find great mentors: aspirational people who can fuel and support your passion to learn and grow.
- Relationships are the foundation of everything. Get to know the person, not the job title. Always ask yourself how you can help and add value to them, without expectation in return. #give2get
- You always need to be learning, whether formally or informally.