

EP 036 The Person Behind the Title with Piero Gandini https://pierogandini.com/

(Un) Professionalism

Unprofessionalism is keeping the full responsibility of a role while letting go of the distance it brings, so you can meet people as yourself, not as your title.

Unprofessional Advice

Stop conforming to how it's always been done. Dress your way, speak up when told not to, keep your joy.

"The job that I'm doing is not who I am."

Wisdom Nugget

A title tells people what we are responsible for. Once it stands in for our name, it also starts deciding how close anyone may come to us, and what they will risk telling us about what they need.

"I feel myself a free person because I don't care what people think about me."

Wisdom Nugget

Freedom from other people's opinions often starts with sorting them. Comments on our work earn a conversation. Comments on how we dress or laugh can stay with whoever made them, and it's worth noticing how much energy we've spent carrying those.

Wisdom Nugget

The first time we hear ourselves say "we tried that before", it's worth asking whether we've become the thing the team has to work around.

Try It Out

Pick one thing you dropped to fit a role, maybe an earring, a kind of joke, or being called by your first name. Bring it back for a week and notice what returns with it.


UNPROFESSIONALISM