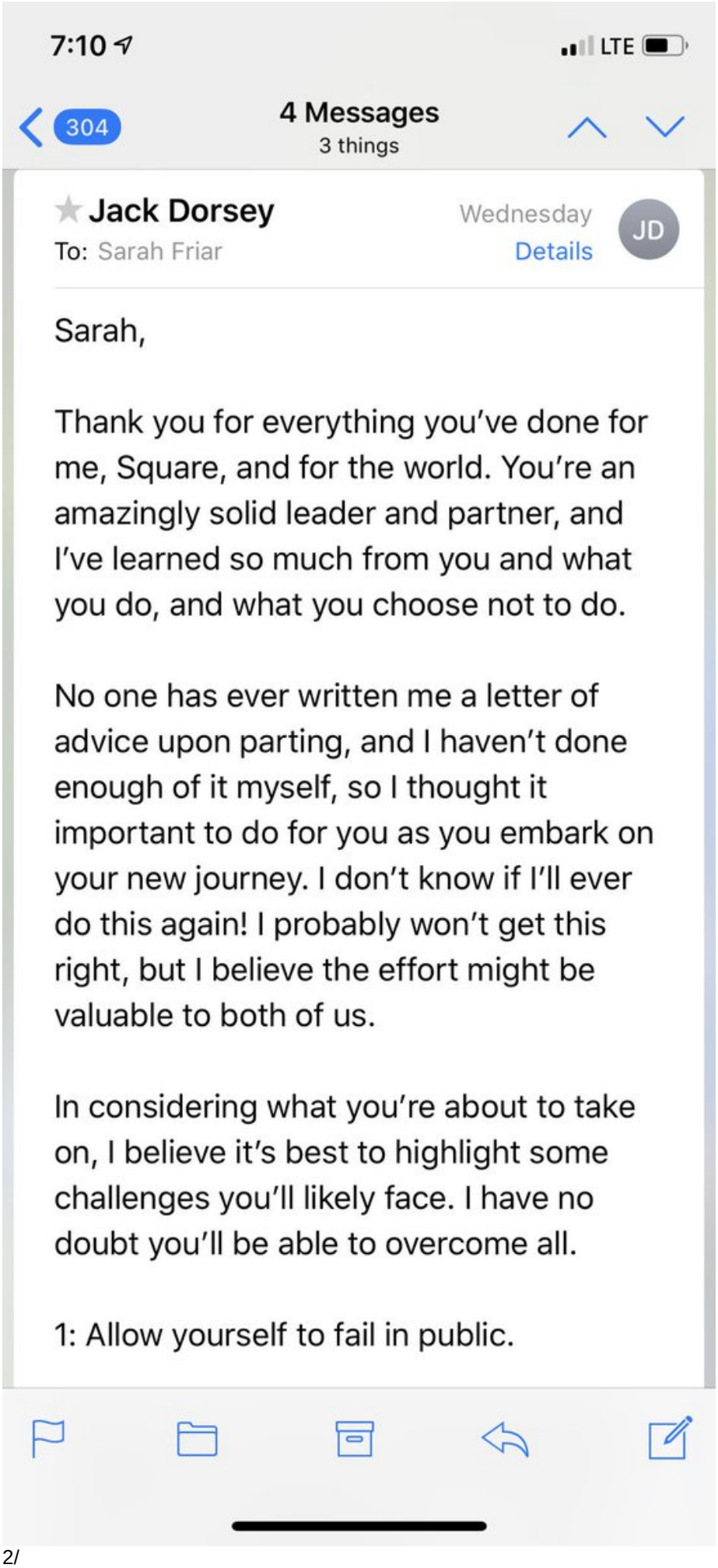
Twitter Thread by Sarah Friar



Sarah Friar
@thefriley

1/ Thank you @jack for these words of wisdom. Posting because these should go broader than just me.


7:10
LTE
304
4 Messages
3 things
Jack Dorsey
To: Sarah Friar
Wednesday
Details
JD
Sarah,
Thank you for everything you've done for me, Square, and for the world. You're an amazingly solid leader and partner, and I've learned so much from you and what you do, and what you choose not to do.
No one has ever written me a letter of advice upon parting, and I haven't done enough of it myself, so I thought it important to do for you as you embark on your new journey. I don't know if I'll ever do this again! I probably won't get this right, but I believe the effort might be valuable to both of us.
In considering what you're about to take on, I believe it's best to highlight some challenges you'll likely face. I have no doubt you'll be able to overcome all.
1: Allow yourself to fail in public.

2/

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We've talked about pushing yourself to take more risks, to be more creative, and question the traditional path. You won't be successful at any of those unless you allow yourself to fail in the eyes of others. Risk, creativity, and defining your own path is made possible only through a series of failures, some big, some small. Hide none of them. Show all of them! Take pride in your ability to recognize them faster and better than anyone else, and your drive to learn from them to improve yourself.

2: Don't take things personally.

Life is short. Remind yourself of this with every single thing you do. It will be hard to keep this in mind, I certainly struggle with it, but leading with this understanding puts what matters most into view. It's not about you. It's about what you contribute. Most people won't understand it while you're doing it. They may express hate

3/

you're doing it. They may express hate towards you along the way! If you take this as a reflection of yourself, you'll stall. If you approach instead with empathy, and decide to use it, you'll keep moving, and do more than you think you're able.

3: The work matters most.

We can't do much meaningful work without other people. It's right to put them first. Yet we must remember why they're with us: to contribute to something bigger than themselves. It's critical we articulate a clear purpose and story that we can share and serve. Coaching people to serve that purpose better every day is your job. They will look to you not to make decisions, but for guidance on how to make more informed decisions. They will want you to challenge them to reach levels they may not consider possible. They are with you to work with you. It's their work that matters most. Everything else follows.

I've failed at all three of these. It's never

4/

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I've failed at all three of these. It's never easy. If you could only focus on one of these, I'd suggest the first. It's the one that will enable our greatest learning and improvement, and will drive your greatest contributions.

Thank you Sarah. I'll miss our work together.
jack

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