

A WILS STAFF

FIELD + GUIDE

GUIDANCE AND MEDITATIONS FOR THE WILSIAN



INSIDE JOKES

What's a great organization without jokes? These too, are necessary.

- *Meet Kyle: WiLS' Most Important Employee*

Kyle is the best.

One of the things you'll notice right away about your colleagues is that they take their mistakes very seriously, teetering on the edge of Impostor Syndrome. They are all very capable but the inner voice begs them to do better. All. The. Time.

Yet, we all make mistakes, and this is where Kyle will become your favorite colleague.

Kyle is the worst.

Kyle is WiLS' scapegoat for all the things that go wrong: all the letters that are lost in the mail, all the emails in the Drafts folder that should have been sent, all the accidental reply-alls, all the math errors in MOUs, all the personal purchases you accidentally put on the company credit card, all the typos in emails to important people, all the agendas left on the printer at home. Kyle is responsible for all of those things.

We fired Kyle once - he makes a lot of mistakes! - but we need Kyle. We hired him back that same day. We bought him chocolates to apologize but we lost the receipt because of Kyle so we couldn't get reimbursed.

- *Sprinkles*

Embedded in the notion of WiLS-iness is our underlying desire to spread joy and delight, the bonus stuff that makes work fun and enjoyable, like sprinkles on your donut. You'll find sprinkles in our [Gmail logo](#) and [jars of them on some of our desks](#).

- *Naming conventions for library staff*

We work with a lot of library staff, and sometimes, we can't remember their names, and often resort to using first names and location. The deprecated convention for structuring these names is {First Name} from {Institution}. The modern and preferred method is {Institution} {First Name}, which makes for more amusing combinations and makes us feel less bad about our memory lapses.

- *Appropriate uses of Urban Dictionary*

Making Stef feel slightly uncomfortable.



The more you know...

Stef has a squirrel costume. You read that right. A squirrel costume. If you're nice she just might show you a video of her dressed in said costume.



PETS

WiLSians have pets. Many pets. Sometimes the pets are well-behaved and sometimes they leave cryptic messages in Slack or do their best to disrupt meetings. However, they are very much loved and you may hear about them occasionally... well, probably a lot. Like, all the time. I mean, come on. Look at these faces:



MEDITATIONS ON THE NATURE OF WILSINESS

WiLSiness is a word coined in the early days of the new WiLS. Its purpose is to pull together the ideals that we were trying to promote and live in our daily work. It's an ephemeral combination of optimism, honesty, earnestness and hard work. It's the joy that comes from doing our best work in the service of our members and their patrons. It's believing, really believing, that the work of our members makes a difference in the lives of people and that *our* work makes a difference to our members.

WiLSiness is, essentially, shorthand for our organizational values.