

Project Independence

Transition Number One: Beginner to Helper

First and most important: Do what you say you are going to do. And if you can't, talk to someone.

Second: If you're not happy, let us try to fix it. If we can't, let us try to help you move on to a better fit.

Making the Move from Beginner to Helper

A Helper:

- Starts to plan ahead by at least one day, progressively moving on to planning ahead by several days.
- Helps make things happen a few days in advance. Begins to predict and test how long tasks will take to complete.
- Uses some tools and can execute very basic carpentry (cutting to length, nailing things together, shoemold).
- Builds a portfolio of skills and tasks you can execute unsupervised.
- Communicates with and supports the lead carpenter.

Milestones Indicating Readiness to Become a Helper:

- You can use most tools, execute many basic and some more advanced carpentry.
- You can assign tasks to beginners and oversee their completion.
- You can work on your own and show leadership by guiding beginners and helpers.
- You are effective at supporting more experienced carpenters on the team.

Signature _____ Doug Zink, Carpenter & Founder _____

Date _____ Chris Sigrist, Carpenter & Project Manager _____