

## Letter of Recommendation

December 24<sup>th</sup> 2019

Regarding: Sierra Finney  
To: All Hiring Personal

Dear Human,

I am writing today to recommend Sierra Finney for your interior design position. I've had the pleasure of working directly with Sierra in two capacities: during her fall internship at The Neenan Company over the last 4 months and serving the International Interior Design Association (IIDA) in Northern Colorado, during which I have been continually pleased and impressed by her performance.

One of the most valuable behaviors that I appreciate about Sierra is her courage to *initiate* communication with me and the other designers in our department. This is one area where I often see young designers are challenged. Consistent check-ins, inquiry, and follow ups are a key part of any collaborative design process, and Sierra demonstrated that she has an outstanding capacity for this type of efficient teamwork. She is open minded, inquisitive and teachable, and listens with engagement. She also has a knack for learning and quickly performing well with new tasks. On more than one occasion she completed tasks that were entirely new for her, on time, with very little rework. I believe this was a direct result of her ability to listen carefully to the requests of others and act on them with a positive attitude.

Sierra has also demonstrated an initiative to go above and beyond within the interior design community. During her tenure as President of the IIDA CSU Student Chapter, I witnessed her leadership skills as she collaborated with her classmates, organized meetings and events, promoted and shared opportunities, and presented in front of peers, professors, and professionals. Again, she demonstrated courage and strong desire to help others while learning along the way.

I appreciate this opportunity to recommend Sierra to you. I would welcome any opportunity to have her on my team again, and only wait to hear the news of her undoubted success.

With gratitude,

Paul Vanderheiden

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