

Working with Mason Earl

Estimator & PM | Technology Enthusiast

My Role

I'm an Estimator and Project Manager at Tempest Enterprises. I'm passionate about technology, love diving deep into complex problems, and flourish when I'm learning and building.

Working Style

In a few words: Collaborative, accountability-driven, ownership-oriented, optimizer

I do my best work with a **common mission** where everyone knows their role and holds each other accountable. I love getting into the weeds on projects — diving into specific issues and finding the best way to tackle them. I'm an optimizer by nature, always looking for better ways to do things, though I remind myself that **output is the real metric**.

Optimization matters, but completions and customer satisfaction matter more.

I embrace failure as a teacher. Mistakes aren't fun, but they're how we learn. I'm willing to give and receive constructive feedback — that's how we grow.

"If something is important, there should be more than one pair of eyes on it."

Working Hours

Schedule	9-80 (every other Friday off)
Chronotype	Late morning — not an early bird
Flexibility	Very flexible; happy to work 60-70 hours/week on projects I'm passionate about

Time allocation: ~80% focused work (projects, skills, learning) / ~20% relationships and networks

Availability & Interruptions

Default: Open door policy | **Exception:** Tight deadlines requiring deep focus

Interruptions: Welcome if they contain valuable information that impacts the project. Getting into flow state matters, but so does collaboration.

Not productive: Hours spent in fruitless conversations. I'd rather spend time on strategic collaboration or skill-building.

Communication

Quickest way to reach me	Text or phone call
For details/documents	Email (my response time is slower here)
Urgent	Call first, follow up with details
With team	Text for small stuff, in-person for important things

I'm very responsive on my phone. I'm open to using Teams or other tools if that works better for you — just let me know.

Tools & Preferences

Hardware	Mac and Apple products preferred
Ecosystem	Comfortable in Microsoft (current setup), but prefer Google and Apple
Flexibility	Happy to work in whatever system the team uses

Strengths

- **Technical depth** — I manage the technical components of projects well and think from first principles
- **Focus** — When I'm interested in something, I dive in with extreme focus
- **Fast learner** — I pick up new skills quickly
- **Problem-solver** — I'm good at diving into problems and tackling them head-on
- **Execution** — I get things done
- **Modern tools** — I leverage AI, automation, and software development (like Cursor) to multiply my output
- **Loyalty** — I'm genuinely loyal to people who care about the mission and the team
- **Optimism** — I see problems as opportunities waiting to be solved
- **Determination** — I stick with tasks until they're resolved
- **Willing to dive into hard stuff** — I don't shy away from complexity

Growth Areas

- **Teaching** — I could be better at teaching skills I'm good at to others
- **Emotional investment** — I sometimes get too invested in projects and need to keep emotion in check
- **Big picture** — I can get too in the weeds and miss the forest for the trees
- **Overcommitting** — I've historically overbooked my schedule (getting better at this)
- **Ownership dependency** — I put less effort into tasks I don't feel ownership of
- **Variety seeking** — I can get bored focusing on just one project, even when that's what's needed
- **People problems** — I recognize this is part of leadership, but it's not my favorite
- **Self-patience** — I can get impatient and frustrated with myself when things don't go as expected
- **Autodesk tools** — I could learn more of the Autodesk suite (Revit, Navisworks, etc.) that's useful in construction

What Frustrates Me

- People not carrying their weight
- Watching others carry someone else's load
- Decisions made without data — I prefer analytical over gut feel
- Talk without action ("say as I say, not as I do")
- Not learning and growing
- Handling things alone
- No mutual accountability on the team
- No vision or plan for the future
- Empty promises and broken commitments
- Lack of follow-through

What Earns My Trust

- **Competence** — Help me tackle a hard problem, teach me something, prove your value through action
- **Mutual learning** — We can learn from each other through speaking openly
- **Loyalty** — Look out for me, don't talk behind my back, bring problems to me directly
- **Character** — Competent, kind, and has a sense of humor
- **Action** — Lead through doing, not just talking

Decision-Making

- **Data-driven** — I gather historical data, look at previous projects, and collaborate before deciding
- **Multiple perspectives** — I scrutinize big decisions and seek input on tricky problems
- **Bias toward speed** — I like to move fast, sometimes faster than ideal
- **Risk tolerance** — I factor in the time equation and I'm willing to take calculated risks to grow

When to Come to Me vs. Handle It Yourself

Come to me when:

- There's a deadline involving me
- It touches a project I own or am leading
- My involvement would speed things up
- You want to learn something together
- You need help automating something or want technical / AI help

Don't:

- Go around me on projects I'm heading
- Leave me out of the loop on things I have ownership of
- Stray from team decisions without further discussion

I love helping when it increases speed and gives me an opportunity to teach.

What Motivates Me

- Growth and winning
- Learning environments
- Accomplishing things, making things happen
- Seeing things come together
- Solving complex problems
- Winning bids
- Being productive — knocking out the task list
- Finishing projects on time, under budget, while making money

What Drains Me

- Stressing about things outside my control
- Losing, feeling stuck
- No ownership or direction
- Work that doesn't feel meaningful
- Putting in way more effort than others
- Not getting credit or recognition
- Unproductive or off-target feedback
- Decisions made without data
- Not connecting or collaborating with teammates
- No accountability or buy-in to the mission — when someone is rowing the wrong direction and not being held accountable

Last updated: February 2026