



Stanford eCorner

Success is Not About You

Tom Conrad, *Pandora*

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Video URL: <http://ecorner.stanford.edu/videos/2445/Success-is-Not-About-You>

Being humble isn't merely a kind gesture; it's the only way to still respect yourself in the midst of a trying start-up experience. Pandora CTO Tom Conrad urges entrepreneurs to resist the cult of personality that can permeate a company, and instead revel in the combined success of your team and your customer base.



Transcript

If you spend six years of your life being decisive, focused on being great, being focused, working hard under incredibly stressful situations, the only way to come out of the other side of it with any friends at all and any sense of joy in how you spend your days is to be humble. Hire people that are wonderful, that aren't jerks, that realize that when you find success it's not about you. I mean, the success at Pandora had nothing to do with me, despite my 45 minutes. It has to do with our listeners, it has to do with the wonderful people that we've hired. I think that there is, can be in Silicon Valley, a kind of cult of personality things that develops around this companies, and our founder Tim, who is the face of the company, is the most affable, humble person that I've ever worked with. And he's a constant sort of inspiration to me to kind of try to remember that we're out here trying to solve problems. It's not about sort of creating a legend around you as an individual. It's around helping people do things that they could never do before.