



MDH (Massive DickHead) Clause

Code of Conduct for Working with Us

At the **Happy Warriors Agency**, our mission is simple:

Resourcing men to lead themselves well, contribute something valuable to a messy world & have a good laugh together along the way!

To make this happen, we maintain a strict **MDH Clause**—a behavioral agreement designed to ensure we attract the right kind of clients, partners, and collaborators.

Because let's be real—life is too short to work with Massive Dickheads in life.

What the MDH Clause Means

We hold a high standard for mutual respect, honesty, and a spirit of continuous improvement. This clause helps filter in the right people and filter out those who, let's just say, aren't aligned with our mission. If you meet the criteria below, you're probably NOT a good fit to work with us.

We Do Not Work With:

✗ The Know-It-All Guru: If you already have all the answers, refuse to be challenged, and just want to argue, you'll be better off talking to a mirror. Coaching, Mentoring & Training is for those open to improving, not self-proclaimed geniuses.

✗ The Blame-Shifter: If everything wrong in your life is always someone else's fault (your boss, your partner, the government, or Mercury in retrograde), we're not your people. We work with men who take ownership of their lives, not professional excuse-makers.

✗ The Energy Vampire: If your presence sucks the life out of a room faster than a black hole, we kindly ask that you take your talents elsewhere. We believe in an environment of mutual encouragement, and positive contribution.

✗ The Toxic Alpha: If you think leadership is about barking orders, dominating conversations, or dismissing others' perspectives, this is NOT your playground. We develop **leaders**, not overcompensating tyrants.

✗ The Commitment-Phobe: If you ghost, cancel last-minute, or treat this experience like a casual hobby, save us both the trouble. Growth requires **consistent effort, not occasional enthusiasm**.



What We Expect Instead:

- ✓ **Coachability:** Be open to feedback, willing to challenge yourself, and ready to take action.
 - ✓ **Personal Responsibility:** Own your wins and your mistakes. Your growth is in your hands—we're just the guide.
 - ✓ **Respect:** For yourself, your coach, and anyone else in our community. We can joke, we can challenge, but we always respect.
 - ✓ **A Sense of Humor:** This journey will be deep, insightful, and at times, uncomfortable—but we promise we'll have some good laughs along the way.
 - ✓ **Integrity:** Say what you mean, mean what you say, and follow through on your commitments.
 - ✓ **Win/Win Mindset:** No one is losing because we all have a win/win mindset. We are in partnership and demonstrate healthy competition designed to help each other improve.
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Final Notes

If at any point it becomes clear that this isn't the right fit—whether due to repeated MDH tendencies or simply misalignment in values—we reserve the right to terminate our relationship. No hard feelings, just a firm handshake, a polite farewell and an all the best.

If you're on board with all of this, welcome! We can't wait to get started. If not, well... you probably stopped reading a while ago anyway.

Cheers to growth, contribution, and a good laugh along the way!

Matt Waldron

Happy Warriors Agency

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I agree with what is said here and would like to work with your organisation

Date: _____

Print Name: _____

Signature: _____