



headlight

Culture & Values

THE DREAM TEAM

We look to hire the correct fit to the team, someone who is able to integrate effortlessly with the others and is an expert in their field. Be it graphic designing, social media management or newsletters you need to be highly skilled. We don't want to work with someone who doesn't fit into the well-oiled machine.

TRAITS WE VALUE

Passion

You are passionate about the well doing of the business, your colleagues and yourself. If someone expresses something passionately, never ever piss on their parade. Always allow time for some reflection and add to it, do not critique right off the bat.

Motivation

Is there something that keeps you awake because you have not finished it yet? Your demonstration of passion and motivation will determine your success in any entrepreneurial venture.

Self-belief, Hard work, Disciplined Dedication

Entrepreneurs enjoy what they do. They believe in themselves and are confident and dedicated to their project. You have the ability to control and restrain impulses. Energy then can be focused and channelled toward your ambitions.

Adaptability & Flexibility

It is good to be passionate or even stubborn about what you do. But being not flexible about client or market will lead to failure.

Doubt yourself (but not too much)

This simply means having the courage to ask yourself intimidating questions such as "can I do this?" or "do I want to do this?"

A few other traits that will ensure you fit in well are being a team player, having a good sense of humor, being trustworthy and hardworking.

VALUES WE LOOK FOR

Judgement skills

- Make wise decisions
- Identify root causes and solve problems
- Think strategically
- Use data to inform decision
- Think big, think what is good for all, not just one.

Communication

- Communicate well in a team with others
- This includes listening and speaking
- Use the designated channels to communicate, such as Slack and Trello
- Provide good feedback to colleagues

Curiosity

- You're encouraged to learn and try new things
- Look for alternative ways to do things
- Always keep the team's productivity in mind.
- Share your curiosity

Innovation

- Look for new applications on the web that can improve our workflows
- Not a single idea is bad until proven wrong.
- Eager to learn and to share your knowledge.
- Question: can I work smarter, can I do that better?

Selflessness

- You are readily able to help colleagues
- You are able to do what is necessary for the business at all costs
- It's never someone else's job!