

---

**Interviewer:** First, thank you for joining us today. We're excited to hear about your experiences and insights. Could you tell us about your experience as a senior programmer at the software development company? How did your company deal with new ideas?

**Interviewee:** Sure, I worked as a senior programmer in a company specializing in custom ERP software development for clients. The projects often required creativity and innovative problem-solving to address specific challenges. Every decision in the team was based on thoroughly evaluating creative ideas and testing the best approaches.

**Interviewer:** How was this creativity incorporated into team meetings?

**Interviewee:** Our meetings were designed to foster open exchanges of ideas. All team members, regardless of their experience, were encouraged to share their ideas. Many ideas initially came from junior members and, after careful review and revision, sometimes developed into serious projects. Key decisions were usually made by team leaders and senior managers, but all opinions were collected and considered in the decision-making process.

**Interviewer:** How much freedom did you have to implement creative and potentially risky ideas?

**Interviewee:** In our company, we had a lot of freedom, and senior managers, who generally lacked deep technical knowledge, trusted the teams entirely. We could test new ideas without worrying about initial failures. Risk-taking and experimenting with innovative methods were core values of our organizational culture. For instance, if a new idea required an initial test, resources and tools were provided so the teams could experiment before rolling it out on a larger scale.

**Interviewer:** From what you're explaining, it seems your company highly valued ideas. Were there financial rewards for creative ideas?

**Interviewee:** Financial incentives for specific ideas were rare, but the value of those ideas was always acknowledged and appreciated. Financial rewards were usually given for major projects that brought significant improvements to processes. For example, over three years, I received financial bonuses several times for successful optimization projects. However, most importantly, recognizing the significance of ideas and acknowledging achievements created the greatest motivation.

**Interviewer:** Besides financial incentives, what other factors influenced your creativity at work?

**Interviewee:** Things like having a gaming room and relaxation spaces were incredibly helpful. Focus and a clear mind are essential for creative thinking. These conditions allow

for enhanced concentration and mental clarity. You could easily play for ten minutes, and even if you felt the need to rest, taking a short ten-minute nap could help. Such an environment opens up your mind, enabling you to later come up with creative solutions for different issues.

**Interviewer:** What factors do you think could limit your workflow and creativity?

**Interviewee:** Stress and workplace politics, time constraints, and workload pressure were the most significant factors that could stifle creativity. For example, some projects required more time and precision, but the team's other priorities would reduce the time available. Moreover, the pressure to achieve quicker results could drain the team's energy and block the emergence of creative ideas.

**Interviewer:** Did the company have any plans for training and updating new technologies?

**Interviewee:** Yes, the company had clear programs for employee training. Training sessions were held for newcomers to help them learn about new technologies. Also, for senior developers, sessions were organized where modern work methods and technological advancements were presented. These training programs positively affected employees' skills and the advancement of projects.

**Interviewer:** Could you share an example of a creative project the company supported?

**Interviewee:** Certainly! One of our successful projects was designing and implementing a payment gateway system using Stripe. This project not only improved the company's financial processes but also enabled our clients to perform secure and faster transactions. The project greatly optimized the company's operations and received much appreciation. I received a financial bonus for this project.

**Interviewer:** Did you carry out this project entirely on your own? How accessible were other teams and individuals to you?

**Interviewee:** Yes, I could easily share my ideas with my supervisor. We would discuss them together, and if needed, I could consult with people from other teams and departments.

**Interviewer:** Thank you so much for your time and valuable insights. Is there anything else you'd like to add?

**Interviewee:** You're welcome! I don't have anything else to add at the moment.

---