Tech Company Rubric

	1	2	3	4	5
Company Culture	-Rigid Hierarchy with normalised bullying -No questioning superiors -Junior employees are blamed and harassed	-Hierarchy with some exceptions -Superiors are often unhelpful -Junior employees are given duties but no support or resources	-Hierarchy with clear rules and purpose -Superiors are busy but helpful -Junior employees are overworked but seniors are held responsible	-Clear responsibilities and data driven decisions -Superiors support and empower juniors -Juniors feel valued, respected and want to stay long-term	-Specialised experts that cooperate -Superiors have fulfilling work and mentor juniors -Juniors can reach full potential and feel overly grateful to company
Tech Stack	-No designated tech stack -All devs must adjust to projects -No specialised roles, just devs who do everything(hardware)	-About 50%~ of projects are 1 language -Devs' preferences are asked but not respected -Roles are given but not followed	-60%~ of projects are 1 language or framework -Dev's choices affect tech stack but revenue is prioritised -Roles are assigned and loosely followed	-There is a main company stack and company dev docs -Devs are entrusted with technical choices -Roles are assigned and followed	-There is a main company stack and dev ecosystem(Jira) -Devs are entrusted with technical choices and consulted for business strategy -Roles are assigned, followed with path to promotion
Cyber security	-Hacks are ignored and not acknowledged -Company has lost entire projects to hacks -No cybersecurity	-Hacks are acknowledged as an issue -Company has lost months of work to hacks -Some antiviruses	-Hacks are partially prevented -Company info has leaked and there are small project setbacks -Company cybersecurity policies	-Preventing hacks are a priority -Hacks happen only once or twice a year -Cybersecurity protocols, systems, and efforts	-Resources are used to proactively stop hacks and analyse past hacks -Hacks almost never happens -Dedicated Cybersecurity team that improves and grows
Overtime	-Overtime is expected daily and contacted for work after hours -No overtime pay -9-6 clock in and out or punished	-Overtime is expected weekly and occasional on call -Overtime is compensated with vacation -9-6 clock in and out with 10 minute flexibility	-Overtime is expected monthly -Overtime is compensated with vacation or pay -9 hour workday, flexible but tracked start and end	-Overtime is expected yearly for crunch -Overtime is compensated according to law, 1.5X -Clock in and out is not tracked but expected	-Overtime never happens -Overtime is compensated better than legally required. -Clock in whenever, as long as duties are fulfilled
Payroll	-Paychecks are already months late for multiple employees -Paychecks are incorrectly reported to government -No financial documents provided	-Paychecks are usually late -Partially paid under the table -Doctored financial documents provided	-Paychecks can be partial but rarely late -Paychecks are correctly reported to government -Financial documents with small mistakes provided	-Paychecks are paid on time except for error -Transparent pay tiers and raise -High quality financial documents provided	-Paychecks are paid exactly on time -Open pay discussion and clear path to pay raises -Financial and legal consultation provided by company
Benefits	-No government benefit programs -No stock options -No holiday/birthday bonuses	-1 government benefit program -Possible performance bonus -50$ holiday/birthday bonuses	-Several government benefit programs -Scheduled and clear bonuses based on goals -100$ holiday/birthday bonuses with gifts	-Full government benefit programs -Vested stock options and severance package -100$+ holiday/birthday bonuses with gifts/vacation	-Dedicated team to navigate government programs and benefits -Stock options, IPO, and severance package -500$+ holiday/birthday bonuses with gifts/unlimited vacation

Remote Work	-No remote work under any circumstances -No remote work support or system	-Remote work only during disasters or absolutely necessary -Minimal remote work system(Slack/Github)	-Remote work average once a month -Basic remote work system(Slack/Github/ Jira)	-Remote work once a week -Proper remote work system(Slack/Github/ Jira/Zoom)	-Full remote work -Optimal remote work system and support(Slack/Github/ Jira/Zoom/Home Office Budget)
Turnover	-Turnover is over 100% -Employees are hired with no onboarding -Employees leave on bad terms	-Turnover is 80%~ -Employees are given notebooks and company email -Employees usually leave on bad terms	-Turnover is 60%~ -Employees are given office supplies, company credentials, and go to for onboarding -Employees usually leave on neutral terms	-Turnover is 40%~ -Employees are put through orientation, given guided resources, and proper support -Employees usually leave on good terms	-Turnover is 20%~ -Multi day orientation with feedback asked and full support and resources -Employees leave only for family, illness, better opportunities
Project Management	-Project management is done by junior/entry level devs -Project management tools are ignored -Project handover is bare and history is hidden	-Project management is done by a senior as an extra duty -Project management tools are poorly used -Minimal project handover and history is uncomfortably discussed	-Project management is done by a PM with mistakes -Project management tools are used but underutilised -Basic project handover and history is missing pieces	-Project management is done by a competent PM -Project management tools are used properly -Proper project handover with clear communication	-Project management is done by a competent PM and feedback is welcome -Project management tools are used optimally and improves -Project handover with a system, fallbacks, and schedule
Development Workflow	-Requirements and tasks are poorly communicated -Top priority tasks are are constantly added to workload -Developers are micromanaged and frequently interrupted	-Requirements and tasks are poorly communicated but docs are used -Highest priority tasks are changed weekly -Any technical choice must have immediate impact on a project or financial benefit	-Requirements and tasks are well communicated with a WBS system -Developer feedback is a factor for deciding priorities -Developers must make a convincing case for all technical choices but can still be overruled	-User Stories and Story Points are used -High priority tasks are focused on and there is a structured backlog -Developers and managers make mutual decisions and address weaknesses	-Open and productive communication between devs, users, managers -Dev's preferences are used to decide priority -Open source projects that are publicly utilised and maintained
Developer Culture	-No code reviews -Developers cannot work with each other -Developers are restricted from communicating	-Infrequent code reviews -Developers work in separate teams with poor organisation -Developers are discouraged from communicating	-Project end code reviews -Developers work in isolated teams -Developers communicate but disagreements and feuds are common	-Monthly code reviews -Developers work in specialised teams -Developers consult specialists and cooperate well	-Weekly code reviews -Developers work in specialised teams with clear promotion path -Developers are happy to work with other teams
Tests	-No tests are done -Tests are seen as useless	-Tests are done poorly -Tests are seen a low priority	-Tests are functional and catch passes and fails -Tests are expected	-Unit, E2E, Integration, Stress tests are automated -Tests are part of development protocol	-Testing team or testers -Tests are required
Maintenance	-Projects are not maintained -Projects break frequently -No backups	-Projects are barely maintained -Projects break 5-8 times a year -Physical backups only	-Projects are maintained regularly -Projects break 2-4 times a year -Version Control	-Projects are maintained with reports and updates -Projects break once a year -Version Control with physical failsafes	-Projects are not maintained -Projects break frequently -Cloud-based/Onsite backup providers with automated failsafes
Office	-Office is disruptive, cramped, and limited internet -No lunches are compensated	-Office is loud, small, and slow internet -Building cafeteria lunch	-Office has occasional disruptions, comfortable, and reliable LAN/wifi -Company tabs at local restaurants	-Office is quiet, welcoming, and 24/7 high-speed internet -Lunch orders, company cafeteria	-Office is professional, luxurious, and direct line to telecom company -Catered lunches -Company sponsored taxis or drivers

	-Commute is difficult and only accessible by personal car	-Commute is difficult but public transit is doable	-Commute is convenient by public transit	-Company sponsored shuttle	
Equipment	-No hardware provided -Employee must pay out of pocket for equipment	-Functional laptop and charger provided -Equipment is company secondhand and cannot be reformatted	-Basic laptop, keyboard, muse and USB provided -Equipment is secondhand but has be reformatted and updated	-High-end laptop/desktop or budget provided -Equipment is new and in-company support for hardware	-Best laptop/desktop or large budget provided -Equipment is regularly upgraded and feedback taken from employees
Education and Vendors	-No education budget -No vendor budget	- ~5$ monthly education budget - ~5$ monthly vendor budget	- ~30$ monthly education budget - ~30$ monthly vendor budget	- ~50$ monthly education budget/company credentials - ~50$ monthly vendor budget/company credentials	- Unlimited education budget - Unlimited monthly vendor budget