

## Our values

### Transparency & Trust

We always default to transparency, everyone has visibility into every aspect of the business. You'll have the reins on your role — we value independence and avoid micromanaging. Trust does not have to be earned.

### People > Customers > Company

Acme is only as strong as the team is, and meaningless without the overall wellbeing of everyone. We prioritize authenticity and showing up as your whole self. And it's okay to not be okay — we see vulnerability as a strength.

### Intellectual Honesty

When in doubt, restart with the basics. We avoid buzzwords and ensure we don't get carried away in Silicon Valley hype. True psychological safety means everyone is comfortable with healthy debate, pushback, and sharing diverse perspectives.

### Optimize for Learning

We know that growth comes from making good mistakes. We're relentlessly curious—we celebrate learnings over outcomes and welcome failure as a team. We always experiment, avoid excessive perfectionism, and keep it simple, stupid.