Q. Does GitLab currently have open job positions? A. Yes, GitLab is always hiring and you can find open positions on their jobs page.

Q. What information should be included on GitLab team member profiles? A. GitLab team member profiles should be public and include their full name and location.

Q. How does GitLab ensure transparency? A. GitLab makes all company communications and work artifacts public to the internet by default.

Q. Does GitLab believe in a political or non-political work environment? A. GitLab aims to maintain a non-political work environment.

Q. How does GitLab define diversity and inclusion? A. GitLab defines diversity as the "What" - the characteristics that make each of us unique like gender identity, ethnicity, age, sexual orientation, etc. Inclusion is the "How" - the behaviors that welcome and embrace diversity.

Q. Does GitLab have any employee resource groups? A. Yes, GitLab has Team Member Resource Groups (TMRGs) that team members can participate in or be allies for.

Q. What is an example of inclusivity at GitLab? A. An example of inclusivity is GitLab listing parental leave policies publicly so people don't have to ask about it during interviews.

Q. What should you do if you think a GitLab value isn't being upheld? A. If you feel a GitLab value isn't being upheld, respectfully ask for context and discuss it in the #values Slack channel or on Twitter.

Q. What is the hierarchy of GitLab's values? A. GitLab's value hierarchy places results at the top, then transparency, collaboration, iteration, diversity/inclusion/belonging, and efficiency.

Q. What should you do if you think information should or shouldn't be public at GitLab? A. Submit a merge request to the handbook suggesting the change and the DRI will decide.

Q. How does GitLab define boring solutions? A. Boring solutions are the simplest, most straightforward solutions to a problem, not necessarily the most interesting or fun.

Q. What is an example of how GitLab makes exceptions to transparency? A. GitLab would not publish security vulnerabilities immediately upon finding them, as that would put users at risk.

Q. What is GitLab's mission? A. GitLab's mission is that everyone can contribute.

Q. What does iteration mean at GitLab? A. At GitLab, iteration means doing the smallest thing possible to improve and getting it out quickly for feedback.

Q. What does "family and friends first, work second" mean at GitLab? A. It means GitLab prioritizes and enables team members to put their personal relationships before work.

Q. What is an example of cross-functional collaboration at GitLab? A. An example is a salesperson coordinating with marketing and product on a deal, even if it means delaying the deal to not disrupt other teams' key priorities.

Q. How does GitLab enable results? A. GitLab enables results by empowering team members to be a manager of one and by focusing on outcomes, not hours worked.

Q. What are GitLab's 6 core values? A. Collaboration, Results, Efficiency, Diversity/Inclusion/Belonging, Iteration, and Transparency (CREDIT)

Q. What is an example of bias towards action at GitLab? A. An example is speedily interviewing and hiring someone who seems to be a good fit, rather than waiting a long time to see more candidates.

Q. What is the main way GitLab achieves results? A. The main way GitLab achieves results is by focusing on customer results as the top priority.

Q. What is an example of transparency at GitLab? A. An example of transparency is GitLab making this company handbook publicly viewable by anyone on the internet.

Q. What does efficiency mean at GitLab? A. At GitLab, efficiency means accomplishing results without wasted effort, materials or time.

Q. What is an example of iteration at GitLab? A. An example of iteration is GitLab releasing a minimally viable change to a feature quickly to get feedback, rather than spending a long time to perfect it internally first.

Q. What does diversity, inclusion and belonging mean at GitLab? A. It means GitLab aims to build a company where everyone feels welcomed and like they belong, regardless of their background.

Q. What are two things that are not considered iterations at GitLab? A. Reducing quality and avoiding/reducing documentation are not considered iterations - iteration still requires maintaining quality and needed documentation.

Q. What is blameless problem solving at GitLab? A. Blameless problem solving means focusing on the situational aspects and decision-making process that led to an issue, rather than blaming individuals or teams.

Q. Should GitLab team members work long hours to iterate quickly? A. No, GitLab does not expect working long hours or consider that as an excuse for iterating.

Q. What are some examples of GitLab team members shifting work hours for inclusion reasons? A. Examples could be shifting hours to be more available for a community outreach program or to provide caregiving for a family member.

Q. What is an example of GitLab optimizing for global efficiency vs local? A. An example is GitLab choosing a renewal process that saves customers time, even if it makes the internal monthly finance report generation less efficient.

Q. What is an example of spending company money frugally at GitLab? A. An example could be choosing the lowest cost SaaS tool that meets requirements rather than a pricier option with bells and whistles.

Q. What does "short toes" mean at GitLab? A. Short toes means GitLab team members should feel comfortable taking initiative in another's domain and not feel territorial about their work.

Q. What is the best way to respond to negative feedback at GitLab? A. The best way is to accept responsibility, apologize sincerely, and view it as an opportunity to learn and improve.

Q. What are some examples of collaboration at GitLab? A. Examples include helping others even if not immediately related to your work, sharing knowledge by writing things down, and giving feedback about others' work kindly.

Q: What does "measure impact not activity" mean at GitLab? A: It means GitLab cares more about the results someone achieves than how many hours they worked or how busy they were.

Q: What is GitLab's policy on using inclusive language? A: GitLab aims to use inclusive language and avoid terms that could make others feel excluded or unwelcome.

Q: How does GitLab handle unconscious bias? A: GitLab recognizes everyone has unconscious biases and encourages team members to be aware of their own biases and help others understand theirs.

Q: What does "no ego" mean at GitLab? A: It means team members should avoid defensiveness, be open to feedback, and focus on what's best for the company and customers rather than personal agendas.

Q: What is an example of how GitLab welcomes quirkiness? A: GitLab encourages people to express their individuality and bring their whole selves to work, even if it means being unique or unconventional at times.

Q: What is GitLab's stance on making mistakes? A: GitLab believes mistakes are inevitable and encourages blameless problem-solving to focus on learning from mistakes rather than punishing them.

Q: How does GitLab define their "permission to play" behaviors? A: GitLab's permission to play behaviors are the basics everyone should exhibit like honesty, dependability, trustworthiness, and commitment to the company.

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Q: What does documenting the "why" mean at GitLab? A: It means providing clear context and reasoning for decisions, not just stating what the decision or action is.

Q: What are the downsides of iteration GitLab acknowledges? A: GitLab recognizes iteration can feel uncomfortable, like you're shipping an unfinished product, but believes getting feedback early leads to better results.

Q: How does GitLab suggest handling merge requests to exemplify iteration? A: GitLab encourages team members to make merge requests as small as possible and break things into multiple merge requests to ship smaller changes quickly.

Q: What does GitLab mean by stable counterparts? A: Stable counterparts are groups GitLab aims to work with at a slower, more stable pace, like finance, legal, and security teams.

Q: What is an example of a decision that shouldn't be made too quickly at GitLab? A: An example is product categories, where GitLab wants to avoid quick changes because development plans have been made around the categories.

Q: What are sub-values at GitLab? A: Sub-values are more specific behaviors or examples of how to live the main GitLab values, to help people understand what the values look like in practice.

Q: What is the unifying purpose behind GitLab's values? A: GitLab's values exist to help team members achieve the mission that everyone can contribute.

Q: How does iteration help GitLab uphold transparency? A: By iterating quickly and releasing smaller changes publicly, everyone can see the latest work and plans and give feedback to improve them.

Q: How does efficiency help GitLab uphold results? A: By optimizing for efficiency and output rather than hours worked, GitLab believes it will achieve better results.

Q: What is an example of GitLab using transparency to collaborate with the community? A: An example is GitLab live streaming company meetings and AMAs so the community can join.

Q: What does GitLab mean by "specificity is a sign of respect"? A: It means being specific in feedback and discussions rather than giving vague comments, to show you put real thought into it.

Q: What are the pros and cons of transparency that GitLab has to balance? A: Transparency allows more collaboration and feedback, but has potential downsides like information being misinterpreted without full context. GitLab aims to maximize transparency while mitigating concerns.

Q: How does GitLab use compensation to reward living the values? A: GitLab aims to reward behaviors that uphold the values in compensation decisions like bonuses, promotions, and stock grants.  
  
Q: What is an example of GitLab using its values to guide a difficult decision? A: An example could be GitLab choosing to delay a feature release to uphold transparency if key details couldn't be shared publicly yet.

Q: What is GitLab's approach to solving disagreements about values? A: GitLab encourages team members to discuss and disagree respectfully, and in the end the DRI must make a decision based on the values hierarchy.

Q: How does GitLab reinforce its values? A: GitLab reinforces its values through things like onboarding, promotions, bonuses, public recognition, and offering feedback to uphold them.

Q: What are the benefits of GitLab making its values public? A: It allows potential team members to self-select if they align with the values, and allows the wider community to understand how GitLab works.

Q: What is GitLab's approach to maintaining its values as the company grows? A: GitLab aims to maintain its values by continuously reinforcing them, discussing them, and iterating on them as needed.

Q: What is the purpose of GitLab's values? A: GitLab's values exist to foster an environment where everyone can contribute and do their best work in alignment with the company's mission.

Q: What is the difference between a value and a sub-value at GitLab? A: A value is a core principle GitLab believes in, while a sub-value is a more specific behavior that upholds the main value.

Q: How does GitLab handle team members not living up to its values? A: GitLab aims to give specific, constructive feedback to help team members improve and better align with the values.

Q: What should a GitLab team member do if they're not sure how to apply a value to a situation? A: They should ask for guidance in the #values Slack channel or discuss it with their manager or team members.

Q: What is an example of a GitLab sub-value of collaboration? A: An example sub-value of collaboration is actively seeking feedback from others to improve your work.

Q: How does GitLab's value of results prioritize customer needs? A: GitLab's results value encourages team members to prioritize customer needs over internal goals or processes.

Q: What is an example of GitLab's efficiency value in practice? A: An example of efficiency is automating a manual process to save time and effort.

Q: How does GitLab's iteration value balance moving quickly with maintaining quality? A: GitLab aims to iterate quickly by making small, incremental changes, but still upholding quality standards before releasing.

Q: What is an example of GitLab's diversity, inclusion and belonging value in action? A: An example is GitLab encouraging team members to share their pronouns and use inclusive language.

Q: How does GitLab's transparency value handle sensitive or confidential information? A: GitLab still aims to be as transparent as possible with sensitive information, but may limit access to specific teams or roles.

Q: What is the purpose of GitLab's "no ego" sub-value? A: The "no ego" sub-value encourages team members to focus on the best ideas and solutions, not personal pride or agendas.

Q: How does GitLab handle conflicts between its values? A: GitLab uses its value hierarchy to help guide decisions when values seem in conflict.

Q: What is GitLab's approach to work-life balance and family commitments? A: GitLab strongly believes in putting family and friends first and enabling team members to balance work with personal life.

Q: What is an example of a boring solution at GitLab? A: An example of a boring solution could be using a standard, proven database system rather than a cutting-edge new technology.

Q: What is an example of a two-way door decision at GitLab? A: An example of a two-way door decision could be changing the company's branding colors, as it could easily be changed back if needed.  
  
Q: What is an example of a one-way door decision at GitLab? A: An example of a one-way door decision could be acquiring another company, as it would be difficult or impossible to undo.

Q: How does GitLab balance transparency with protecting user privacy? A: GitLab aims to be transparent about its practices and policies, but prioritizes protecting individual user data and privacy.

Q: What is an example of GitLab dogfooding its own product? A: An example of GitLab dogfooding is using GitLab issues and merge requests to build GitLab itself.

Q: What is GitLab's approach to team members taking risks and making mistakes? A: GitLab encourages calculated risks and sees mistakes as opportunities to learn and improve.

Q: How does GitLab handle diversity of thought and opinions? A: GitLab encourages respectful disagreement and debate, and believes diversity of thought leads to better solutions.

Q: What is an example of GitLab paying it forward with transparency? A: An example could be GitLab sharing its best practices and lessons learned publicly for other organizations to learn from.

Q: How does GitLab's transparency value apply to internal communication? A: GitLab encourages open, transparent communication within the company, not just externally.

Q: What is an example of a GitLab team member embodying the collaboration value? A: An example could be a team member proactively offering to help a colleague on a project outside their normal responsibilities.

Q: How does GitLab's results value balance short-term and long-term outcomes? A: GitLab encourages team members to consider both short-term wins and long-term strategic goals in their work.

Q: What is an example of GitLab's efficiency value in meetings? A: An example could be having a clear agenda and action items for each meeting to use time efficiently.

Q: How does GitLab's iteration value apply to non-engineering work? A: GitLab encourages iteration in all areas, such as a marketer testing a small social media campaign before a larger launch.

Q: What is an example of GitLab's diversity, inclusion and belonging value in hiring? A: An example could be GitLab proactively seeking candidates from underrepresented backgrounds for open roles.

Q: How does GitLab handle mental health and avoid burnout? A: GitLab encourages team members to prioritize their mental health, take time off as needed, and maintain work-life balance.

Q: What is an example of a GitLab team member demonstrating the transparency value? A: An example could be a team member proactively sharing a project post-mortem and lessons learned with the entire company.

Q: How does GitLab's collaboration value apply to working with users and customers? A: GitLab aims to collaborate closely with users and customers to understand their needs and incorporate their feedback.

Q: What is an example of GitLab using iteration to improve its product? A: An example could be GitLab releasing a small new feature to a subset of users to gather feedback before launching it to everyone.

Q: How does GitLab ensure diversity, inclusion and belonging in its remote-first culture? A: GitLab has several initiatives like employee resource groups, inclusive benefits, and unconscious bias training to promote belonging in a remote environment.

Q: What is an example of GitLab prioritizing efficiency over consistency? A: An example could be allowing different teams to use different tools for certain tasks, rather than mandating a one-size-fits-all approach.

Q: How does GitLab handle transparency with sensitive HR issues? A: GitLab aims to be as transparent as possible while protecting individual privacy, so may share general lessons learned without specifics.

Q: What is GitLab's ultimate goal with its values? A: GitLab's ultimate goal is to use its values to create a culture where everyone can contribute their best work towards the mission.