

INTERNS STARTUP HANDBOOK

What *every* intern must know
before starting with RanchiMall



INTERNS STARTUP
HANDBOOK



BLOCKCHAIN PRELIMINARIES

Welcome to RanchiMall.

We love having you work with us.



We are **slightly different** from other places of work.

So we would like to **introduce ourselves.**



First of all, RanchiMall is a
blockchain-oriented enterprise.

All you need to have
FLO Blockchain ID.



FLO Blockchain ID is
also known as **FLO Address**.



A FLO address starts with "F" and looks something like this

F856i8r9f3SDpUx7LK2pk4bWyMguwNb4Zo

Except, each FLO ID is different.



Each FLO address has a FLO
private key associated with it,
and you must **keep** that
private key **very safe**.



The private key starts with "R" and looks something like this

R8npoi3BxTJ8HvvnvK8dQzRYDoJ5yMEa7U173SZ2f766V6mktZX



Never share
the private key with anyone.

Always store
the private key in a secured location.



Your FLO ID is where you will get
all your **credits, payments, certificates,**
and your entitlements.



You can **claim ownership** of your credits and emoluments given to your FLO ID only if you have **its corresponding private key.**

So just to repeat, **keep your FLO private key very safe.**





WHAT WE SEEK IN INTERNS?

RanchiMall has 4 levels of internship:

1. Starter
2. Motivated
3. Passionate
4. Self-driven



Intern level can be achieved only when the participant either:

1. Completes 6 months of relationship with us, or
2. Completes 10 tasks with high quality.



So, it adds an initial layer to the internship program:

1. **Task-Participation** (Pre-internship)
2. Starter
3. Motivated
4. Passionate
5. Self-driven



You get a **Task Statement Certificate** from RanchiMall if you didn't make it to the intern level.



Task Statement Certificate is issued within a week.

Intern Level Certificate is issued after 30 days of performance assessment.



Task statement certificate is not internship certificate.

Task statement certificate mentions the time duration a participant has worked with us. Task participants can leave any time they want.



Intern certificate highlights intern's performance, skill growth, and a blockchain-based score; all recorded on the FLO blockchain.

A **30-day prior** notice is required before leaving the **internship level**.



If someone **leaves without prior notice**, we will not be able to issue the internship certificate to them, because it will fail our communication design.



So, in short, task participation is your way to the RanchiMall internship program.



Task Participation Program

Internship Program

Task-based stipend
Task statement certificate
Task-based work

Task-based stipend
Internship certificate
Bigger opportunities



Each task has its own stipend and criteria. For the stipend to be claimed, the participants' work must meet the quality requirement.



Everyone **starts at the Starter Level** if he/she gets accepted to our internship program, after successfully completing the task participation level.



If you have been offered the Starter Level internship, it means we think **you have potential**, and we can dedicate our resources to you.



All interns must be **good and prompt communicators.**

RanchiMall is fully a **remote organization**, and if interns are not communicating promptly, then our organizational design fails.



So, no matter how skillful you are,
if you are not a good communicator,
you are not a good fit for RanchiMall.



Good communication includes
responding to WhatsApp messages
promptly, and **asking** questions
immediately if you get stuck somewhere.



Interns are those who have a
commitment to us, and we have a
commitment to them.



When you are our intern,
you are our ambassador.

We expect our interns
to participate in social media
activities, primarily **Twitter.**



The next important skill we look at is **how much enthusiasm** the intern displays in forwarding and retweeting **our daily tweets** which will be given to you.

If you are creative about it, we will **notice** it and **appreciate** it.



So till now, these are the
important skills we seek

1. Communication skills
2. Social Media skills



Now, let's talk about the
most important dimension:

The ability to be **self-driven**.



We are shaping you
to be exceptional performers.



Good performance is not sufficient for us. Very good performance is also not sufficient for us.

We are looking for
"Exceptional Performance."



And we have realized the most important factor in you being an "exceptional performer" is whether **you complete projects on your own** without day-to-day supervision.



Are you **self-driven enough** that
when no one is looking around,
you are **still pushing the boundaries**
of performance?



We are designing RanchiMall to be an enterprise with no bosses.

However, when there are no bosses, most interns usually stop working.

And such interns do not fit with our long-term vision.



An intern who can be able to complete work on his own without supervision will immediately come to our attention and **will go very far with us.**



So the story so far:

Interns that we appreciate

1. Those who are good communicators
2. Those who participate in our daily Twitter activities.
2. Those who need the least supervision from us.



Now let's talk about the
power of taking initiative.



Good communication, participation in daily Twitter activities, and being self-driven needing no supervision are **essential skills** that we expect at **minimum**.

But there are some **extra abilities** that will truly make you special. And that ability is the power of taking **initiatives**.



If you take initiatives in the broad area of your project that helps RanchiMall, then **you just stand out.**

You are **irresistive** at that point.



So till now, this is what we need from our interns:

1. Fast and prompt **communication**.
2. **Participation** in our daily Twitter activities.
3. Ability to be **self-driven** and needing very less supervision.

And,

4. Someone who can **take good initiatives**.



HOW TO MAKE THE BEST USAGE OF THIS INTERNSHIP



Next, we will talk about
what you can take form us.



We offer **exposure** to some of the **latest** technologies and a very **futuristic** system of working.



We hire only from our internship
program, so an inspired performance
is an automatic job for you.



We never let go of a great find.
So if you meet our requirements as we
expressed, you will not just have a job
but **job security with RanchiMall.**



We think we provide tremendous operational **freedom** to those interns who prove that they can be **trusted**.

*Although we **test** our interns through tough situations initially.



The **skills and attitudes** that you will learn during RanchiMall internship process will also give you an **edge in your career** wherever you go.



The real wealth we offer is knowledge,
not your stipends.

The wisest interns will accumulate
maximum knowledge and skills while
working with us.



If you are working only for the stipend, you will calculate how much work you should do for the money you are receiving.

That attitude will prevent you from giving your best, and you will lose the opportunity to **transform yourself personally.**



Also, **we will know** those interns who are with us just for money.

It will show in their performance.

And they will not go far with us.



If you want to shine, give your best.

No matter what stipends are being offered to you.



If giving your best no matter what is
in offer becomes a habit for you,
you will be unstoppable.

And you will take away **lifelong work
ethics** through this internship which will
put you at a competitive advantage
wherever you go.





INTEGRITY AS A CORE VALUE

Integrity is so important to us that we need a full but short section on it.



No matter how skillful you are, if you have **honesty-related issues, we will stop working with you** immediately as soon as we know.



A single person who comes with
questionable ethics can put everyone
in trouble.



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And **that person can also seed** a new culture where dishonesty is tolerated.



There are very simple ways we can
detect lack of integrity.

Like false reporting about work, false
travel bills, and lying.



Never give anyone an opportunity
to raise finger at you on the matter
of integrity.



If you feel conflicted about doing something which you feel could be interpreted wrongly, just ask and clarify.



FINAL WORDS



Go beyond.

Be the Sun, not just the stars



You have come **all this way.**

Now take the stairs. **Up.**





Welcome to RanchiMall

 ranchimallFLO