

Principles

Be Curious

Inquisitive, observant, insightful, open-minded; values improvement, creativity, and innovation.
Willing to dive deep into challenging territory to find the truth. Porous to new ideas and enjoys being around people with different views. Continually challenges their biases by seeking new information and diverse perspectives. Always improving and openly sharing what they learn.

Be Aspirational

Ambitious, passionate, energetic, optimistic; values vision, inspiration, impact, and thinking big.
Knows they will only get what they reach for. Has an imaginative vision for the future based on what people really need instead of just serving existing interests or structures. Inspires people to achieve more by contributing towards large mutual goals. Always working on the next big thing.

Be Decisive

Gutsy, daring, confident, bold; values autonomy, ownership, taking risks, and making decisions.
Values calculated risk taking and decision making. Effectively deals with conjecture and will not delay decisions by waiting for unnecessary details. Prefers to act and deal with consequences than settle with the status quo. Always closes with clear decisions or comprehensive next steps.

Be Assertive

Courageous, honest, dauntless, direct; values candor, persuasion, backbone, and speaking up.
Obligated to respectfully challenge decisions and behaviors when they know of a better way. Chooses truth over social cohesion even if uncomfortable or exhausting. Makes their own decisions and is not molded by social pressures. Always makes clear where they really stand.

Be Practical

Productive, constructive, resourceful; values efficiency, scalability, sustainability, and cultivation.
Prefers knowledge from actual experience over theory. Believes independence and invention come from overcoming constraints. Looks for ways to more effectively scale work by increasing outputs while also reducing inputs. Always works toward outcomes with compounding gains.

Be Resolute

Committed, resilient, dependable; values grit, endurance, composure, resolve, and results.
Believes things worth doing take commitment and are prepared for the long grind. Continues working through setbacks and keeps themselves motivated. Knows new endeavors are filled with uncertainty and they will make mistakes. Always keeps standards high and gets results.

Be Deliberate

Objective, analytical, consistent, fair; values accuracy, accountability, judgement, and rigor.
Strives to make the right decisions based on complete data and verifiable facts. Makes their decisions repeatable via a fair process that others can understand and rely on to settle disputes. Always holds themselves accountable for their choices and reflects how to do better next time.

Be Thoughtful

Humble, courteous, considerate, grateful; values maturity, rapport, mentorship, and teamwork.
Wants others to outperform them and gives people the benefit of the doubt. Recognizes others and looks for ways to elevate their contributions. Is grateful for everything they have and works to expand opportunities to others. Always contemplates the downstream impact of their actions.