

Slacking, nor burnout, are how you work. You do your best when you are able to focus on your best 40 when you are most productive.

We embody a working culture that is built on behaviors and visible actions supporting those behaviors and values. Trust, knowledge sharing, transparency, honesty, integrity, curiosity, camaraderie.

We value the Individual over the tool or process. How we do it is as important as what we do. There is no “*P*” in team, but there are two “*I*’s” in Politics. If you are one of those *I*’s, you will be asked to leave. There is an “*A*” in team. However if you are a legitimate “*A\*\**”, you will also be asked to leave.

If you treat people disrespectfully – you will be asked to leave. If you are not self aware, we are going to help you out here. Be prepared for some honest feedback. Open and honest feedback is what we live and breath. It goes both ways.

Now it's your turn

# *trust*

*Jot down some things of what this means to you. You are pioneering what the Freelance Nation culture is.*

# care

*Jot down some things of what this means to you. You are pioneering what the Freelance Nation culture is.*

# learn

*Jot down some things of what this means to you. You are pioneering what the Freelance Nation culture is.*

# share

*Jot down some things of what this means to you. You are pioneering what the Freelance Nation culture is.*

*All of the previous are empty words on a page... Unless you bring them to life through your behaviors, choices, and actions.*

*Yep, we are Intel.*