



DoorDash Values

We've included our twelve core company values and outlined a few questions to help you decide if DoorDash feels right for you.

We're happy you're looking at DoorDash! Our people take pride in being a part of an industry-leading, innovative organization where they have the opportunity to grow their careers and make their mark. Our people are free to create, try new things, and rethink assumptions. The potential is limitless for our people, and therefore our business. The road ahead may not be easy but as our co-founder and CEO Tony Xu always says, *"you'll leave DoorDash with the confidence to do whatever you put your mind to."*

That's why we're looking for people from all backgrounds to help us on our journey -- those with courage, who work hard, fast and smart. People who thrive here are quick, adaptable, and resilient. We jump first and analyze second because the value of experiences always beats a whole lot of theorizing. Our people derive energy from solving seemingly impossible problems at lightning speed. We don't wait to implement good ideas. We resist the expectation of perfection, but also push ourselves and each other to get 1% better every day.

DoorDash is a uniquely challenging environment, and it's not right for everyone. We understand that joining a new company is a major decision, so, we've shared an honest look at our culture below.



WE ARE LEADERS

Leadership is not limited to our management team. It's something everyone at DoorDash embraces and embodies

BE AN OWNER No problem is too big, too small or outside of our scope. We all jump in and help.

DREAM BIG, START SMALL Keeping our mission in mind, we take small ideas and help them grow using data and rigorous testing. We show evidence of progress and then double down.

CHOOSE OPTIMISM, AND HAVE A PLAN Positive thinking brings people along and helps us achieve ambitious, often unreasonable goals. We choose optimism, especially when things are tough.

ASK YOURSELF

You'll never hear "that's not my job" at DoorDash. Can you solve big strategic problems while also doing the day-to-day work to keep things moving?

Do you need formal structure and process, or are you comfortable navigating your own path?

Do you find yourself wishing that people stayed in their lane more, or do you welcome collaboration?



WE ARE DOERS

Creating solutions that will lead our company and our industry is what we do -- on every project, every day

BIAS FOR ACTION Be smart, but don't let analysis paralyze your decisions. In a fast-paced world, the only way to predict the future is to invent it. We launch solutions quickly, test them and make changes as needed because growth compounds.

OPERATE AT THE LOWEST LEVEL OF DETAIL A 10k-foot view is important, but knowing when you need to dive into the details is too. We aspire to know the lowest level of detail so we can make progress on the things that are critical to our business and our customers.

AND, NOT EITHER/OR We're not satisfied picking between options or sacrificing one thing for another. We don't get sucked into false dichotomies and instead, we engineer a way to do both.

ASK YOURSELF

We move quickly. Could you see yourself being able to flex and adapt to our "don't wait" culture?

Do you get energy from tackling the problems no one else can solve?



WE ARE LEARNERS

Everyone here is learning on the job, no matter if we've been in a role for one year or one minute

TRUTH SEEK We're not afraid to dig in and uncover the truth, even if it's scary or inconvenient. We use data and commonsense to solve problems.

1% BETTER EVERY DAY Our goal isn't perfection; it's constant and never-ending improvement. We look for opportunity, share feedback and celebrate a growth-mindset.

CUSTOMER-OBSESSED, NOT COMPETITOR FOCUSED Our world is hyper-competitive and will always be. Instead, we focus on our customers and our performance. We stay connected to the people we serve and learn from them every day.

ASK YOURSELF

At DoorDash, you may never feel "caught up." Instead, you'll always be learning a new way. Do you have the humility to learn on the job every day?

Are you comfortable with uncertainty and shifting priorities?

Do you find value in admitting your mistakes or being honest when things get hard?



WE ARE ONE TEAM

The magic of DoorDash is our people, together making our ambitious goals attainable and driving us to greater heights.

MAKE ROOM AT THE TABLE We're committed to growing and empowering a more diverse and inclusive community within our company, industry, and cities. We believe that true innovation happens when everyone has the tools, resources, and opportunity to thrive.

THINK OUTSIDE THE ROOM Our organization is decentralized and hearing from other groups, locations and perspectives is a top priority. We strive to be as inclusive as possible and consider those who may not be in the room when making decisions.

ONE TEAM, ONE FIGHT We're in this together, and both success and failure are shared. We are intentional about creating a high-accountability, no-blame culture.

ASK YOURSELF

Can you prioritize equity over equality? Not sure of the difference?

Are you willing to listen and allow others' voices to be heard?

Every DoorDash problem is our problem. Can you hold your direct reports, peers, manager and leaders accountable without placing blame?



OUR COMMITMENT TO DIVERSITY AND INCLUSION

We're committed to growing and empowering a more inclusive community within our company, industry, and cities. That's why we hire and cultivate diverse teams of the best and brightest from all backgrounds, experiences, and perspectives. We believe that true innovation happens when everyone has room at the table and the tools, resources, and opportunity to excel.