

“A company becomes the people it hires and not the plan it makes.” - Vinod Khosla

Culture is a set of shared values and principles. Every single person on the team is responsible for maintaining and elevating the culture as the culture will be derived from the actions we take. We break our culture down into the following:

- **Core Values** - Behaviors and traits we value and hire for in individuals.
- **Principles** - What we expect of ourselves, how we act, how we make decisions, and how we win.

Core Values

- **Resourcefulness** - finds creative solutions to impossible problems; always looking for leverage - how to do more with less.
- **Curiosity** - asking ‘what if’ & ‘why not’, seeking a deeper understanding.
- **Tenacity** - encounters failure after failure after failure and only gets better - learns and evolves with every setback.
- **Growth Mindset** - believes that basic talents and abilities can be developed over time; constantly challenges themselves to grow.
- **Empathetic** - seeks to understand the feelings and perspectives of teammates and customers.

Principles

- **Speed Over Quality** - we believe a good plan violently executed today is better than a perfect plan next week.
- **Ruthless Priority** - we focus on the few things that drive the biggest impact.
- **Best Idea Wins** - we embrace ideas from across the organization, no monarchies.
- **Champions Mindset** - we are always learning, growing, iterating, evolving - there is always improvement to be made
- **Rebellious Optimism** - we see the world of possibilities where others only see the impossible.
- **Huzzah** - we know this is going to be hard, we celebrate wins, big and small

Dream Team

A dream team is one in which *all* of your colleagues are extraordinary at what they do and are highly effective collaborators. Our version of a great culture is a dream team in pursuit of an ambitious vision and working together to make that a reality. Making the impossible, possible. This team is where you learn the most, do your best work, have the biggest impact, and have the most fun.

The more these values sound like you and describe people you want to work with, the more likely you will thrive at Popchew.