# arjan_codes

COMPANY
CULTURE
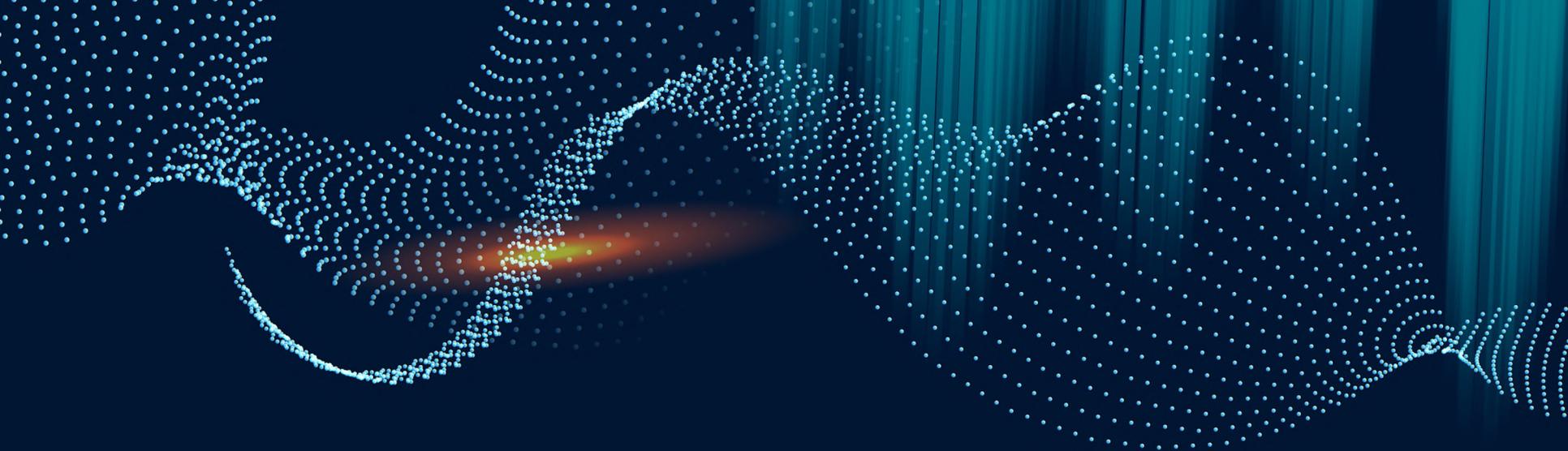
01 | MISSION

MISSION

Our mission is to help people and businesses write better software.

- We provide educational resources that help people become better at software design and development
- We help software businesses and individuals improve the software they build on all levels
- We promote good software design and development processes
- We closely follow the industry and through our channels, spread new ideas and innovations that help with our mission
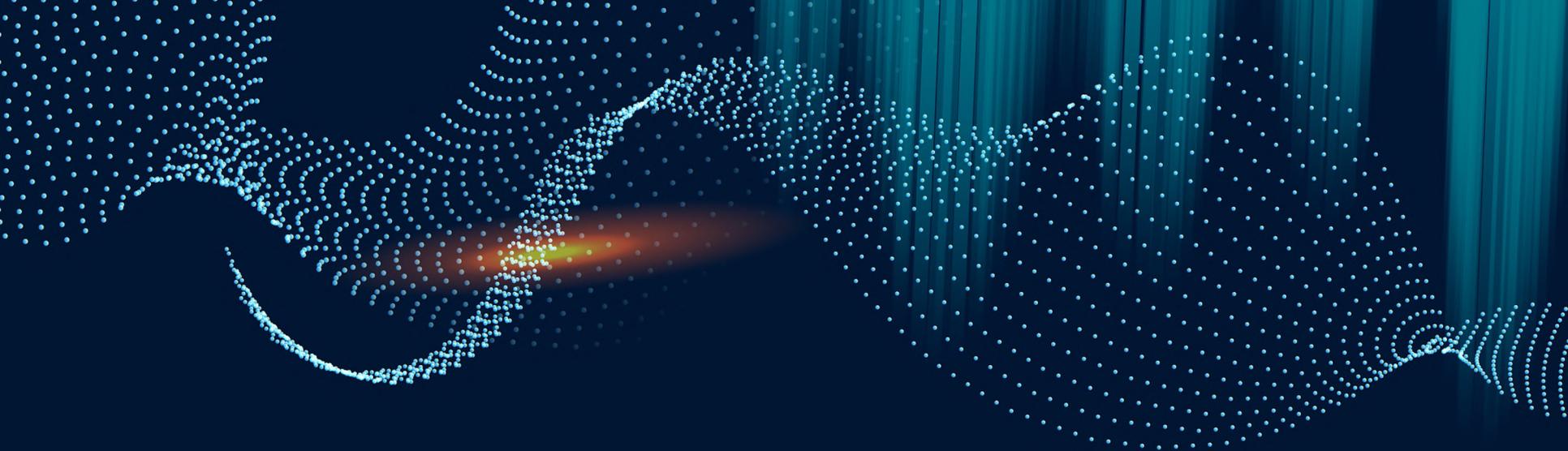
02 | **VISION**

We want to help build a world where **education**, **business processes** and **supporting tools** are aligned to make building software a more **predictable** process with **better outcomes**.
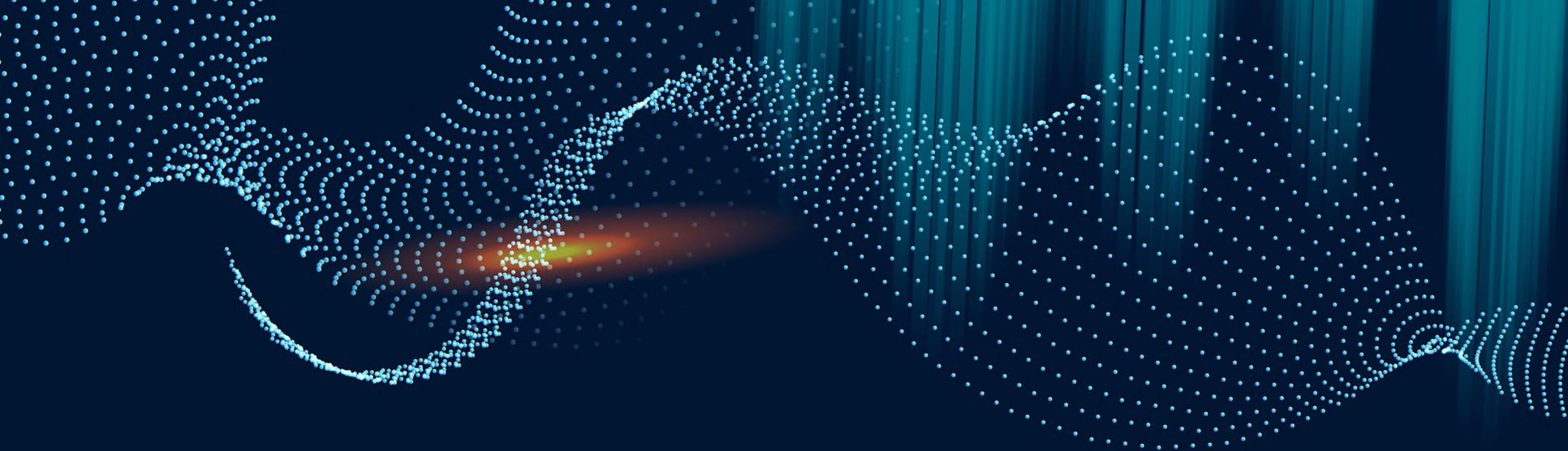
03 | VALUES

**Our values
determine
how we act
and decide**

We don't strive to be financially optimal, but **positive impact optimal**.

VALUES

They determine who we are as a company and as people.

- We strive for excellence
- We learn from mistakes
- We work as a team and help each other
- We are transparent and honest
- We give away things for free
- We give to charity

We are ambitious and strive for excellence

Both as a COMPANY and as PEOPLE

- We grow by learning
- Excellence is a mindset, not a goal
- We are open and transparent about our mistakes
- We relentlessly focus on detecting areas where we can improve
- We continuously experiment with everything we do to better serve our mission

We build on **freedom** and **accountability**

- You can work when and where you like
- You take responsibility for your tasks and aim to deliver excellent results on time
- You are there when your teammates need you
- You use common sense in your decisions
- When in doubt, do what's best for the customer
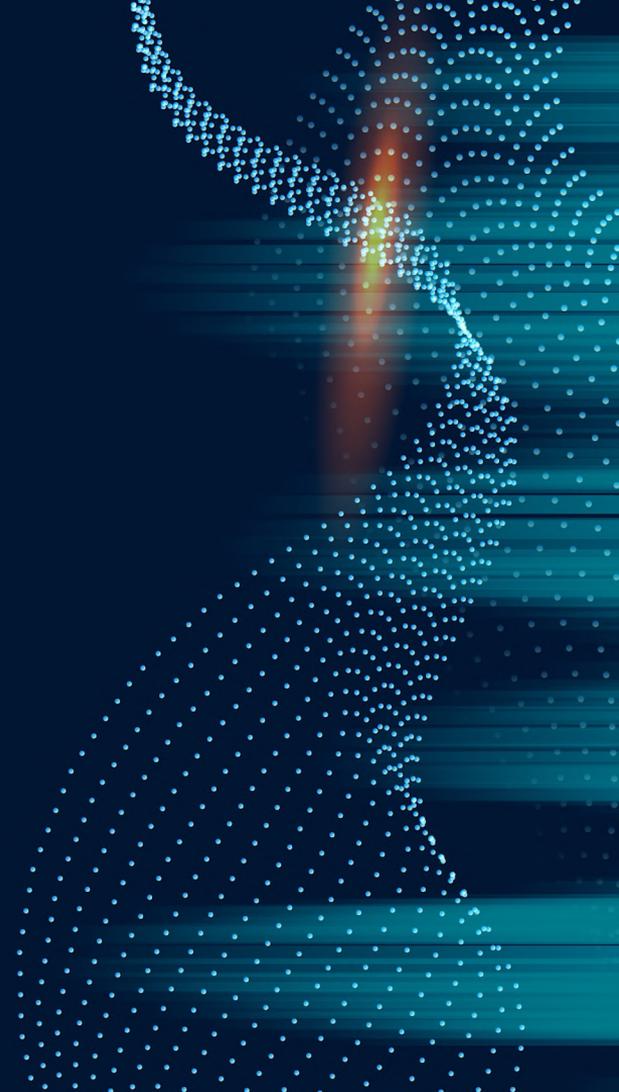
We take care of everyone in our team

- We stimulate and reward professional and personal growth
- We prefer internal promotion over external hires
- We want to offer the best place to work – period
- We encourage a healthy work-life balance and independent thinking

We work as a team and help each other

- Nobody works in their own bubble
- We ask for help when we need it
- We give help when asked and offer help proactively
- We educate each other

We are <u>transparent</u> and <u>trust</u> each other

- Trust is the basis of any relationship and is our default starting point
- We are transparent about our pricing and honest to our customers
- We are open about how the company is doing and do not mislead team members or customers
- Our team members are honest towards each other and treat each other with respect