



fliinks

Constitution

We hold certain truths to be self-evident:



#1

Life is larger than Flinks

Obsession is merely a symptom of operating in the right playground.



#2

Flinks' team is the organization's most valuable asset

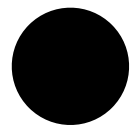
It follows that we are highly motivated to ensure its sustainability.



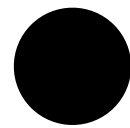
**Sustainability requires radical integrity,
of which the present document is the guide.**



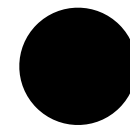
Who should we hire?



Who should we reward?



Who should we let go?

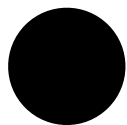


It allows us to answer these crucial questions.

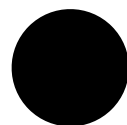


**The Flinks Constitution articulates the team's mission,
and lays out its core values, beliefs and principles.**

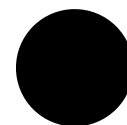
Mission



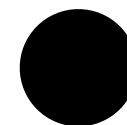
Values



Beliefs



Principles



FLINKS MISSION

The fundamental purpose of the organization's existence.

MISSION

Organize the world's financial data

to connect consumers with services they love.



CORE VALUES

The team-wide shared set of preferences, and references.

They are the most important filter to determine who fits.

C O R E V A L U E S

The team-wide shared set of preferences, and references.

They are the most important filter to determine who fits.

If you don't genuinely share these preferences, Flinks is not the team for you.

#1

Audacity

Have the guts to take risks,
and the courage to assume failure.



#2

Autonomy

Anticipate where we are going,
and make a difference.



#3

Learning

We can't know if we don't fail try.



#4

Profitability

Profit is what allows us
to create our own story.



C O R E B E L I E F S

The team's immutable assumptions about the world.

#1

Small teams have the power to accomplish great feats

David did beat Goliath.



#2

Hesitation kills

Discomfort from fear signals it's time to act.



#3

Hard work is a means, not an end

All those who are successful work hard,
but not all those who work hard are successful.



#4

Results are the only source of professional satisfaction

Satisfaction from any other source is personal satisfaction.



#5

**Speed of learning is a better accelerator of success
than speed of execution**

Some prefer to put success in the hands of luck. Not us.



CORE PRINCIPLES

The team's prescriptions guiding our every day decisions.

#1

Maintain a clear, unified vision

Leaders exist so teams can work on how
to tackle challenges — not on identifying which challenges to tackle.



#2

Follow traction, not fantasies

Traction doesn't lie.



#3

Be agile

Deliver often, adapt when
needed, and learn always.



#4

Be deliberate

Plan what you intend to realize.



#5

Adequate work is inadequate

Flinks cannot afford average.



#6

Maintain relevance

The talent bar increases as the company scales.

On us to step up our game and stay along for the ride.



#7

Maintain dignity

Blames, excuses, jealousy.

Get rid of those.



Already in?

Glad to see you ; Flinks counts on you
to be a guardian of our Constitution.

Haven't joined the team yet?

If this is you (and if you're insanely talented),
it's now on you to find your way in!

