

# MANIFESTO

We truly believe in having a bigger idea about what you do every day. We thought hard about some simple rules that we try to use everyday and below you will find the result. Please keep in mind that we are very open to implementing new rules or changing existing ones - as long as everybody feels good about this.

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1. **Be positive.** Even if something goes wrong. Just think about what you've learned from it.
2. **Be excited about what you do and share this with others.** Even the simplest task can be turned into something interesting - just find a way.
3. **Be helpful to others and to yourself.** Seek help among your team - its the easiest and most effective way to go.
4. **Learn at least one thing a month.** Seek the knowledge in your working environment and share it with others.
5. **Talk and listen. A lot.** The best ideas come up when we talk. We do not have to agree - we just need to discuss our differences.
6. **Look for simple solutions.** Usually the simplest solutions are the best. Do not complicate your life.
7. **Be transparent about what you do.** Share your emotions - inside and outside.
8. **Be responsible for others, not just for you.** Success and failure is a part of life. We share them with each others and support each other.
9. **Go offline everyday.** Work is important, but being able to rest effectively is even more. Switch off your phone and computer for some time and just lie on the grass. Spend time with your family.

For everybody's sake - use them inside and outside of work:)

