



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

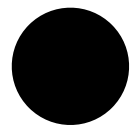
It follows that we are highly motivated to ensure its sustainability.



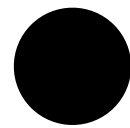
**Sustainability requires radical integrity,
of which the present document is the guide.**



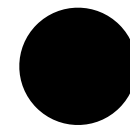
Who should we hire?



Who should we reward?



Who should we let go?

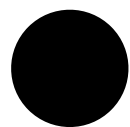


It allows us to answer these crucial questions.

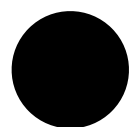


**The Flinks Constitution articulates the team's mission,
and lays out its core values, beliefs and principles.**

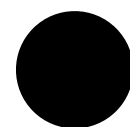
Mission



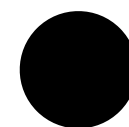
Values



Beliefs



Principles



FLINKS MISSION

The fundamental purpose of the organization's existence.

Make finance a force for self-determination

Because every human being
should play the lead role of their own existence.



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

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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!

