



**fliinks**

Tech Playbook



**Who should we hire?**



**Who should we reward?**



**Who should we let go?**



**The Tech Playbook helps answering  
these crucial questions.**



# TECH TEAM MISSION

The fundamental purpose of the team's existence.

## Power the potential.

Use innovation to unlock finance democratization.



# TECH TEAM VALUES

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

They are the most important filter to determine who fits.

# #1

## Mission oriented

Do what is pleasant needed.



## #2

# Accountability

How to earn trust at Flinks:

Acknowledge mediocrity, and then do something about it.



# #3

## Maturity

*Your judgement > Your know-how.*





# #4

## Grit

The power of passion and perseverance.

Have a problem with these values? [This](#) is for you!



# TECH TEAM BELIEFS

The team's immutable assumptions about the world.

# #1

## Customers are everything

If your starting point is anything other than a customer's problem,  
chances are you're pursuing fantasies.



## #2

### ONE team

Talent wins games, teamwork wins championships.



## #3

**Not everything is meant to be reinvented**

Take New-York city ; its unique aesthetic comes from old  
and new buildings cohabiting in a magnificent duo.



## #4

## When you feel great, you do great

Feeling great requires putting it all together:

- Having a balanced life outside work
- Having valuable colleagues at work
- Being deserving of them by being valuable ourselves

Have a problem with these beliefs? [This](#) is for you!



# TECH TEAM PRINCIPLES

The team's prescriptions guiding our everyday decisions.

# #1

## Fail forward

Speed of learning > Quality





## #2

### Surrender your quest for perfection

80/20 rule: nothing is an absolute requirement.



# #3

## Be rigorous

Rigor is what separates amateurs from professionals.



# #4

## Be communication smart

Learn to speak the team's language,  
and participate in quality interventions.



# #5

## Be selfless

Your ego belongs on Flinks' doorstep.



# Already in?

Glad to see you ; Flinks counts on you  
to be a guardian of the Tech Playbook.

## 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!

*Si vous avez des questions sur cette formation, notamment en ce qui a trait à sa disponibilité en français, veuillez contacter [people@flinks.com](mailto:people@flinks.com)*

