

THRIVE GLOBAL CULTURAL VALUES

[We practice compassionate directness.](#)

We are empowered to speak up, give feedback, disagree and surface problems and constructive criticism immediately. When we share feedback and new ideas as well as tension points with compassion, empathy and understanding, the whole company benefits. That's how we course-correct and grow as individuals, and that's also how many of our best ideas come to light.

[Our journey together starts with our entry interview.](#)

We start our journey together with our entry interview, which is part of our onboarding process, and compassionate directness begins here. We ask everyone what is important to them in their lives, both at work and outside of work. For parents it might be taking their child to school or daycare in the morning. For others it might be leaving early on Tuesdays for a violin class. We know clear communication and clear expectations from both sides from Day 1 are directly connected to our ability to set clear priorities and perform at our best. And we use regular check-ins to keep this conversation going as our needs evolve over time.

[We lead, work and live by example.](#)

We aim high, take risks and achieve. But we know that there is no tradeoff between our well-being and performance, so we take time to refuel, recharge and prioritize our own well-being. We do this because we know our performance improves dramatically as a result – and that no one else can do it for us. So we create a virtuous cycle of hard work and recharging, high achievement and refueling.

[We're proactive about preventing burnout.](#)

Getting results and meeting deadlines often requires putting in extra time or going the extra mile. So to quickly recharge, we take Thrive Time, which is time off — a morning, an afternoon, a whole day, or more — that doesn't count toward vacation, sick time or other paid time off.

[We unplug to recharge.](#)

We don't expect our colleagues (or ourselves) to be always on, responding to texts or emails after hours or on weekends. Our time away from our devices enables us to be more productive, creative and fulfilled when we plug back in. And when someone does send emails after hours, or on the weekend, no one is expected to respond until the next work day starts. If, however, it's important for you not to receive any emails from anyone after work or on the weekends – even knowing you don't have to answer them – please let your manager know. And remember to take advantage of products like ThriveAway and the THRIVE App.

We relentlessly prioritize.

We establish clear priorities and relentlessly ask ourselves what matters most. We know the difference between what's important and what's not – and what requires a quick turnaround and what doesn't. And if we are not sure, we ask our manager and our colleagues to help us. Determining that something isn't a priority – or isn't worth doing at all – can open up new space, time and possibilities.

We're comfortable with incompletions.

We know that the only way to effectively prioritize is to be comfortable with incompletions, and that doing interesting, ambitious, meaningful work requires that we in fact embrace incompletions. If we're able to complete every possible task before we sleep, we're not challenging ourselves enough. We declare an end to each day knowing we've handled the essential priorities – but also knowing that we'll arrive tomorrow recharged and ready to tackle challenges and seize opportunities.

We are driven by our purpose.

We are here for a reason - to help people change the way they work and live, shattering the myth that stress and burnout are the price we must pay for success. We are driven by this purpose and the knowledge that what we do is truly impacting the lives of individuals, companies and the world at large. This is the North Star for the way we work and take care of ourselves, and the way we treat each other, our partners and our clients.