



ELEMENTAL EXCELERATOR

Culture

This slide deck shares our unique office culture with all of you. Like Netflix (who this was inspired by) and all great companies, we strive to hire the best people that are aligned with our mission and our values. We hope you find this helpful as you explore opportunities to join our team or work with us in other ways.

Elemental Excelerator exists to drive two outcomes:

1) Help startups succeed

2) Transform communities



Elemental Team Values

'O ke kahua ma mua, ma hope ke kūkulu.

The foundation first, then the building.

Our team works by operating with shared values and making hard decisions guided by these values.

Where did they come from?

These values were suggested by team members during an offsite, and form the basis of our hiring and performance-driven culture.

They are not perfect or set in stone; you'll see them evolve as we reevaluate who we are and who strive to be.

Kuleana

We take responsibility to care for our place and its people.

Humility

We bring open hearts and listen with intention.

Sincerity

We practice honesty and find the strength to do what we believe is right and just.

Curiosity

We seek to always learn and deepen our understanding.

Joyful Work

We find joy in each other and in our mission.

Kuleana

We feel a responsibility to care for our place and its people.

Our individual behaviors make up our team culture:

I respect and honor our host culture.

I do what is right, even if it is not popular.

I speak my mind.

I take ownership of my role and my tasks.

I manage my time effectively.

I see things through to the end.

I never say “that’s not my job.”

I contribute to the broader mission, looking for opportunities to add value beyond my role.

Humility

We bring open hearts and listen with intention.

Behaviors:

I have a growth mindset.

I know I don't have all the answers.

I know we are stronger as a team.

I assume the best in others.

I ask questions when confronted with a challenge.

I strive to include others and incorporate diverse voices.

I work to understand and overcome my own biases.

I practice gratitude.

I recognize that there are many positions from which I can lead.

I am conscious of the space I take up and I make space for others.

Sincerity

We practice honesty and find the strength to do what we believe is right and just.

Behaviors:

I value and care for our relationships.

I am direct with my teammates and stakeholders.

I ask for feedback and utilize insights to make my work stronger.

I act with sincere motivations, and do not lie or stretch the truth.

I do not betray confidences and I do not gossip.

I do what I say I will do.

I set and keep deadlines, and communicate proactively when I may miss a deadline.

I operate with the highest levels of integrity.

I take responsibility for my own actions and lack there of.

Curiosity

We seek to always learn and deepen our understanding.

Behaviors:

I demonstrate a high level of proficiency related to my own subject matter.

I work to actively deepen and broaden my own knowledge.

I try new things, even when I know I could fail.

I support others' endeavors to learn.

I am creative.

I challenge assumptions.

I innovate.

I say "how can," rather than "no can."

Joyful Work

We find joy in each other and in our mission.

Behaviors:

I am committed to the mission.

I bring my full and best self to work.

I take responsibility for my own needs.

I elevate others' super powers.

I jump in to help my colleagues and partners.

I collaborate generously.

I am able to laugh at myself.

I bring joy to others.

I celebrate the success of others.