

# How we win and build an A+ team

## Traits we look for

- Agency and ownership
- Bias for action
- Ego second
- Comfortable with intensity - we push for our goals and go the extra mile
- Hands-on, regardless of title or years of experience
- Figure things out independently and without hand-holding
- Simplifier
- Make mistakes and learn
- Excellence is the standard
- Unblock your colleagues - If your workstream is the bottleneck, don't stop

## Team composition

- ~90% Junior, ~10% Experienced
- Being junior means you're eager to learn. Being experienced means you help others move faster, avoid mistakes, and raise the bar. We get that senior people often have more commitments. But leadership also means to have physical presence to serve your team and unblock things.