



# The MonetizeMore Culture



## Be Composed & Patient

- Do not overreact to small problems: calmly analyze the situations and assess what should be done moving forward
- Keep emotions out of decision-making and interpretations
- Be patient if a co-worker or publisher cannot respond to you quickly
- Show composure and empathy when faced with rejection
- Show humility when faced with constructive feedback
- Do not rush to pre-mature decisions: Make sure you have all necessary information to make a decision

## Be Balanced

- Have several positive outlets outside of your work (eg. art, sports, literature, socializing, traveling, etc.)
- Be active: A healthy mind requires a healthy body
- As a rule of thumb, do not take extreme view points: The answer is usually found in between two extreme view points
- Show moderation in your actions, decisions and communication
- Try to have evenly distributed conversations where each person is able to listen and speak

## Be Consistent

- When making judgments or decisions, be consistent across all similar scenarios
- When making a decision, commit to the execution and do not waver without great reason to do so
- Only expect out of others, what you expect out of yourself
- Treat others without discrimination

## Be Rewarding

- Acknowledge hard work or impressive output

## Be Open

- Be proactive than reactive: think of ways to improve things, start initiatives that can benefit your team and the organization
- Build a relationship of trust and openness: Both parties should be able to communicate their honest opinion

## Be Tactful and Polite

- Sensitive feedback, discussions on salary and similar situations should be treated with high level of confidentiality and discretion at all times

## Our Mantra: Stay Hungry, Stay Grounded.

- **Hungry** = highly motivated, resourceful, scrappy, determined, never become complacent, never stop improving
- **Grounded** = be balanced, consistent, focused and maintain composure



join our team