

COMPANY CULTURE:

Tying the “How” Back to the “Why”

Finding a purpose beyond the product (and having fun doing it)

At Choozle, our Top Workplace-worthy culture didn’t happen overnight. It all started with a strong foundation of leaders who had a clear idea of how they wanted to put people first, but as we grow, we have to be more and more deliberate about how we maintain common ground.

That’s where our company values come in. Here they are, exemplified.

OWNERSHIP

Make progress, never excuses

“The bar is set high to be a great coworker and to find a balance between doing great work in the office and being great people outside the office. **Every employee here really shows ownership in making this a great place to work.** It’s not just a job where people check in and check out each day.”



Company-wide Hack Days



Digital suggestion box



Design Week



#productfeedback Slack channel

BALANCE

Enjoy the ride

“I really respect how much leadership encourages our employees to grow and own their path. They do this by providing education stipends, having a diverse group of speakers visit the office monthly, and more. **I feel balanced at work and outside the office, maybe for the first time ever in my professional career.**”



Choozle Crews



Colfax Marathon



Work remote/ from home



Happy hours

ATTITUDE

Choose to be positive

“Our leadership goes beyond the typical keg and ping pong tables to develop our culture. They provide transparency around company direction, offer career growth and flexibility, and most importantly, truly care about us as people. **My coworkers are the smartest, kindest people I have the joy to work with every day.** Beyond having challenging work to keep me engaged, I know I have great people around me to help keep me motivated.”



Altitude Awards



Internal pulse check surveys



Relaxed, open environment



Bi-annual all-team summits

GROWTH

Focus your energy on building the new

“I love ideation and research but in the context of team collaboration—no solution is successful if only in a vacuum. **A big part of this is looking out for the people you’re building and designing these things for** and earnestly helping them because they deserve that effort and respect.”



Lightning Talks



Cross-training



Fireside chats



Education stipend

SERVICE

Work for a cause not for applause

“Listening to the needs of internal and external people and tailoring our product to them goes a long way. **We have a service culture, which means there’s a constant loop of feedback to refine what we’re offering our clients so they can achieve their goals.** This is all in addition to helping each other and our community out along the way.”



Teaching & mentoring



Quarterly volunteer days



Playing It Forward



Industry-leading client support