

Ways of motivating employees:

1. Flexibility:

- Freedom in selecting projects
- Unique ways of task fulfillment
- 20% of employee's time to personal projects

2. Free Perks:

- Medical, dental, and vision insurance
- Onsite wellness centers
- Mental health support
- Retirement plans

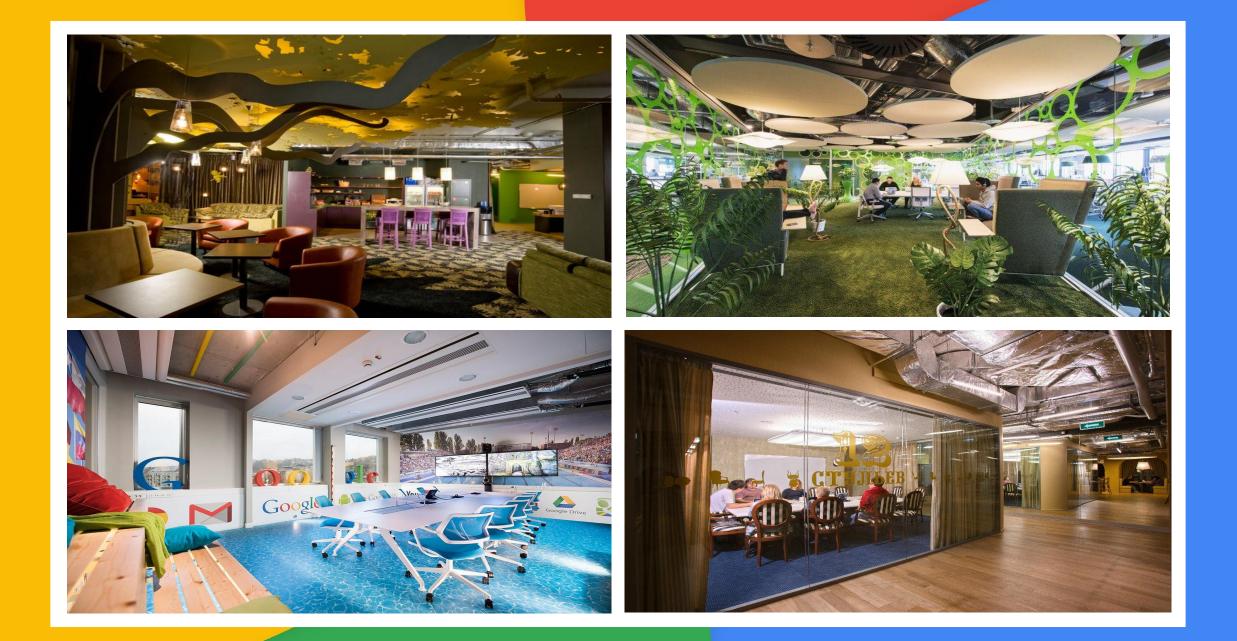
3. Voice and Value

- Googlegeist
- Fixits (24 hour sprints dedicated to a problem)
- TGIF (Thank God It's Friday meetings)
 Direct emails to directors

4.150 Feet from Food Rule

- Healthy snacks
- Great food variety
- Free lunches and dinners

5. Unconventional Office Designs





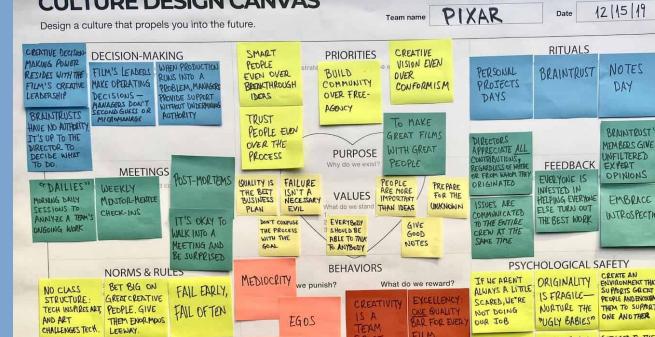
Culture of Collective Creativity

What I like about Pixar:

Candor is not cruel Attitude towards failure Not afraid of taking creative risks Bosses don't make creative decisions Daily and weekly meetings, 'post-mortems' and braintrusts

CULTURE DESIGN CAN	VAS
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NO RULES





DECISION-MAKING	SMART	SMART PRIORITIES CREAT			RITUALS		
FILM'S LEADERS WHEN PROD MAKE OPERATING DECISIONS - MANAGERS DON'T SECOND GUESS OR MUTRAD TUN	A EVEN OVER A EVEN OVER MANNERS BREAKTHROUGH IDERNING	BUILD OVER	ON EVEN 2 IFORMISM	PERSONAL PROJECTS DAYS	BRAINTRUST	NOTES DAY	GOOD NOTES ARE GIFTS
MEETINGS	PEOPLE EUDY OVER THE PROCESS	PURPOSE Why do we exist?	Lt.	DIRECTORS APPRECIATE ALL CONTRIBUTIONS, REGARDIESS OF MITRE OR FROM WHOM THEY	FEEDBACK EVERYONE IS	BRAINTRUST'S MEMBERS GIVE UNFILTERED EX YERT O PINIONS	LOOK AT VIEWPOINTS AS ADDITIVE, NOT COMPETITIVE
MDSTOR-HEATTE MDSTOR-HEATTE I'S CHECK-INS IT'S WALK I MEETI	OKAY TO NTO A NG AND OKAY TO NTO A NG AND	ARE MORE What do we stand What do we stand EVERYBODY SHOULD BE	T FOR THE	ORIGINATED ISSUES ARE COMMUNICATED TO THE BUTIRE CREW AT THE SAME TIME	INVESTED IN HELPING EVERYONE ELSE TURN OUT THE BEST WORK	EMBRACE INTROSPECTION	VULNERABILITY LOOP PIYAR UNIVERSITY
	RPRISED	BEHAVIORS		PSYCHOLOGICAL SAFETY			CREATIVITY CLASSES
CINCAL CROATING	- EAKLY,	what do	we reward?	IF WE ARENT ALWAYS A LITTLE SCARED, WE'RE	ORIGINALITY	CREATE AN ENVIRONMENT THAT SUPPORTS GREAT PEOPLE AND ENCOUPINGS THEM TO SUPPORT	TO LEARN, EXPERIMENT AND EMBRACE VULNERABILITY
ECH. LEEWAY.	OFTEN EGOS	S IS A .	DNE QUALITY BAR FOR EVERY	NOT DOING DUR JOB	"UGLY BABIES"	ONE AND THER	CANDOR IS
HIRE PEOPLE LIST	EN TO SILICON JONE'S VALLEY'S EAS CULTURE	SPORT A PEER CULTVE: PEDPLE AT ALL LEVELS SUPPORT	FILM HAVING FUN	NOBODY PULLS PUNCHES TO BE POLITE	EVERY BODY CAN TALK TO ANYONE	GET USED TO THE "EMBARRASSMENT" OF SHOWING WORK STILL IN PROGRESS	DOESN'T DESTROY. IT'S BUILT ON EMPATHY. TRUST MEANS TRUSTING SOMEONE
Contract (1955) The Property of Contractor Statement		ONE ANOTHER				LIBERATIONIST	EVEN WHEN THEY SCREW UP

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Date

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