

# Google's



## Company Culture

by Poleeva Alina

# 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

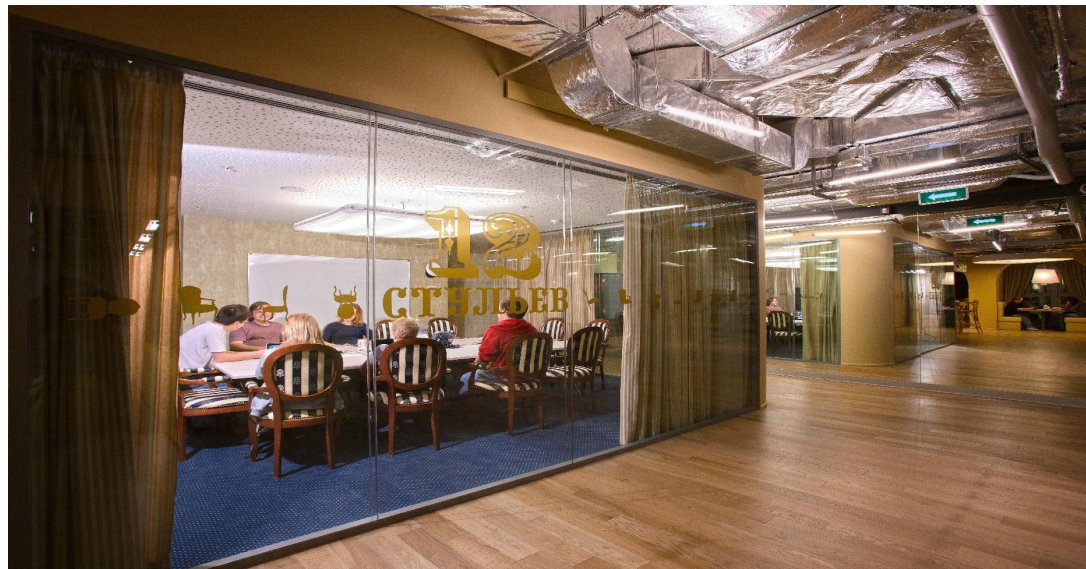
- Googlegeist
- Fixits (24 hour sprints dedicated to a problem)
- TGIF (Thank God It's Friday meetings)
  - Direct emails to directors

## 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 CANVAS

Design a culture that propels you into the future.

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Team name **PIXAR** Date **12/15/19**

