



# Our Culture

What it means to be a *Waltian*.



# Our Vision

A digital world in which every interaction is effortless & worry-free.



# Our Mission

We enable developers to build  
identity & trust into the web.



## Before you get started ...

This deck explains who we are. The beliefs, values and principles that give rise to our unique culture and impact everything we do – from the way we select people to join our company and measure performance to the way we build and monetize products.

Culture aligns our actions and enables us to achieve our goals by providing a “joint way of doing things”.

*Note that, we don't mention what we call “baseline values” – like integrity, respectfulness, fairness, honesty – because we believe that these are required for any meaningful human connection, so we take them as a given and focus only on the values unique to walmart.*



# Values & Culture



# Our Values.

## We are **Pioneers.**

We push the boundaries of what is possible and known. As pioneers, we are inventing new technologies and ways of doing things to pave the way for a better future.

## We are **Transparent.**

We believe that transparency is a core enabler of our success and a powerful way to leverage our impact on the world.

## We are **Builders.**

We build products that enable innovators to disrupt industries and change the world forever. As builders, we turn ideas into reality to solve big problems and create real impact.

## We are **Autonomous.**

We believe in autonomy and in maximizing the freedom of people to govern themselves and the way they work.



We are  
**Pioneers.**

We are **naturally curious.**

- We're drawn to the unknown.
- We're attracted by challenges.
- We're excited by big, difficult problems that have no easy solutions.
- We expose our minds to all kinds of ideas and experiences.



# We are **Pioneers.**

## We have **humble, inquiring minds.**

- We are constantly challenging the status quo and question the way things are done and the underlying assumptions.
- We are truth-seekers and we understand that even the smartest, most experienced experts can be wrong.
- We believe that there is no ultimate authority for truth, which is why we stay humble in our convictions and know that neither we nor our understanding of the world is perfect.
- To uncover the truth, we think hard and deep. We understand that true innovation and creativity requires “true” understanding of a subject and first principles thinking.





# We are **Pioneers.**

## We are **uncompromisingly open-minded.**

- We believe that differences are a catalyst for innovation and that diverse experiences, knowledge and ways of viewing the world can be a powerful source of creativity.
- We cherish different opinions but commit to decisions even if we disagree.
- We do not seek universal conformity or to force others to adopt our own views.
- With this in mind, we proactively seek input from our colleagues and stakeholders and feel a sense of obligation to offer feedback when there is a chance it could help.
- We understand that great ideas, particularly disruptive ones, are sometimes hard to grasp and easily shut down. It is upon us to protect them in their early stages and to give them a fair shot to thrive. Therefore, we listen carefully, reflect thoroughly and act intentionally.



# We are **Builders.**

## We are **practical** and **pragmatic.**

→ We know that we can only change the world with real solutions to real problems. Though we love intellectual challenges to push the boundaries of what is possible, we are solution-oriented and know that we must deliver something that works in practice.

→ We go to great lengths to understand our stakeholders, their aspirations and needs. We communicate clearly, effectively and intentionally.

→ We are reliable and committed to do everything in our power to ensure our stakeholders' success.



# We are **Builders.**

We have **an agile way of doing things.**

- We know that even the smartest ideas can fail in practice.
- To move fast and determined, we quickly and cheaply test our assumptions before investing resources and building on top of them.
- Demos and proof-of-concepts are a core part of how we work.
- We publish new products and features as soon as they are “good enough” to create value for someone else.



We are  
**Builders.**

We are **resourceful.**

→ We know that every major innovation, legendary company or inspiring human endeavor starts with nothing but an idea. An idea is all you need to change the world and we are exceptional in finding clever ways to overcome difficulties to make ideas a reality.

→ We are effective, efficient and pride ourselves on making more with less.



# We are **Transparent.**

## We **default to transparency** and **openness**.

- We publish (almost) everything we do because we understand our commitment to transparency and openness holistically.
- We publish everything in a way that optimizes for re-usability and utilization by others based on a broad understanding of accessibility.
- We believe that transparency is a natural way to facilitate communication and align our actions with our values to ensure integrity, honesty, respectfulness, to preventing lazy thinking (“BS”), unfairness, corruption and politics. Also, it offers a powerful way to drive the adoption of our products and to maximize value creation, creativity, innovation.



We are  
**Transparent.**

We are **candid** and **direct**.

→ If practiced with empathy, we believe that being straightforward is the most effective way to communicate and a powerful approach to prevent misunderstandings and facilitate the clear, concise exchange of ideas.

→ While we encourage people to say what they think, we always remind ourselves that candor must be practiced with genuine kindness, respect and the best intentions for others. If done right, it is the best way to build trusted relationships and help others grow.



We are  
**Autonomous.**

We are **free to design our environment.**

- We are free to work where we want. We can work remotely or relocate and join an office community.
- We are free to decide when we work to optimize our performance and balance our professional and private life.
- We are free to explore and define new roles to increase our growth, impact and overall happiness.
- We understand that the main constraints of our freedom are the respect for the autonomy of others and the pursuit of our common goals.



# We are **Autonomous.**

## We are **free to command our work.**

- We like to set our own goals to drive our personal and professional growth.
- We think big and push our limits.
- Our goals are carefully set, they are smart and fit into the bigger pictures.
- Our trust in the capabilities of our people means that we never micro-manage. Great leaders or managers exist to guide and facilitate. Their purpose is to make sure that people have everything they need to be at their best and, then, get out of the way. Leaders share and discuss their motivations and underlying assumptions (the “why”). They are open to challenge their goals (the “what”) and resist the temptation to provide blueprints for solving problems or handling issues themselves (the “how”).





We are  
**Autonomous.**

We are **proactive** and **seek accountability**.

→ We understand that autonomy can be messy. As a result, we believe that a system that maximizes autonomy requires everyone to really care about making it work.

→ We're proactive in our way of doing things and act with a sense of urgency. We don't rely on others to take initiative and seize opportunities.

→ We seek responsibility for our own success, the success of our teams and the company.

→ We stand by our actions, we own our mistakes and we do not rely on others to take on accountability.

# Perks & Benefits



# Perks.

## We work **from anywhere.**

We are fully remote: anyone from anywhere can join our team and become a Waltian. We are, however, very well connected through our virtual office and regular retreats.

## We work on **new technologies.**

Every Waltian gets to work on cutting-edge technologies in fields like decentralized identity, wallets, cryptography, security, privacy among others .

## We offer **Employee Stock Options.**

We offer stock options in walt.id. We believe that every Waltian should have the opportunity to own part of the company as we are one team working towards one goal.

## We work **autonomously.**

We value autonomous work and new ideas are always welcome. Every Waltian gets to decide how and what to work on. Teamwork is, however, still very important to us.



# Perks.

## We value **transparency**

Every Waltian has access to everything in our company Drive and our products are open source on GitHub. We are transparent with our customers and among ourselves.

## We have a **steep learning curve**

There is nothing more exciting than a steep learning curve. Waltians get the chance to become leading experts in our field and support to grow personally and professionally.

## We have regular **team retreats**

We love to stay connected and believe the best way to improve our teamwork is through getting together at least three times a year to connect on personal level.

## We offer **competitive salaries**

Because we always put people first, we invest the most in our people. We offer competitive salaries either in cash and benefits or cash, benefits and shares (ESOP).

**What Waltians say  
about walt.id**



# Quotes

“ I have received many offers from other startups. The thing is they were all taking something old and trying to build it in a new way. Here at walt.id, we are building something completely new and I love it. ”

“ Our team has inquiring minds, we always question everything. We also give each other open and honest feedback. ”

“ I have had the opportunity to develop myself technologically as well as personally. ”



# Join us.

**Open Positions**

**Developer Community**

*or [contact us](#) via mail.*