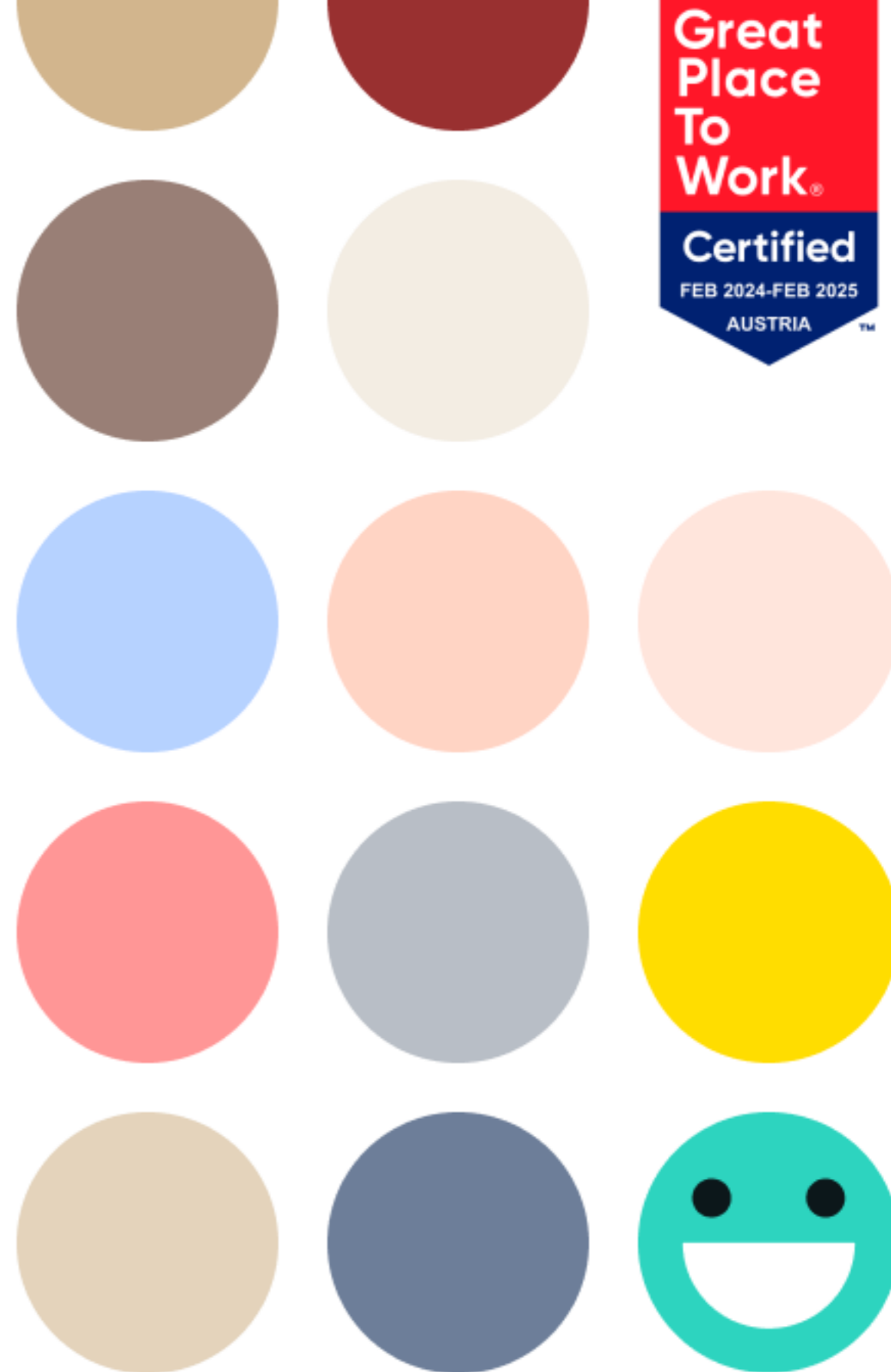


fiskaly.



fiskulture handbook

Recipe of happy work made simple



Collaboration



A

Well-being



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Vision



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Success



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Growth

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Trust



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unication



Culture & Values



Collaboration

We foster a collaborative and supportive culture where individuals, teams and departments work together across boundaries. We embrace diverse perspectives, welcome new ideas, and appreciate cultural differences. Our interactions are based on respect and helpfulness, creating an environment where everyone feels valued and supported.

Culture & Values

Growth

Growth for us means combining personal and professional development as well as expanding our market and prioritizing customer needs. It's about having a mindset that welcomes innovation and smart risk-taking. This approach helps us explore new areas and achieve greater success. We strive to excel in a competitive environment by constantly looking for growth opportunities. We emphasize the importance of continuously improving our methods, valuing feedback, and fostering a positive work culture. Our philosophy includes learning from mistakes and using these experiences to enhance our performance, recognizing that both achievements and failures contribute to our overall growth.





Well-being

We prioritize the well-being of our colleagues and believe in maintaining a healthy work-life balance. We encourage flexibility, understanding, and respect for personal boundaries. While we maintain a strong work ethic, we also recognize the importance of taking breaks, avoiding overwork, and fostering a positive atmosphere that supports the overall well-being of our team.

Culture & Values

Culture & Values



Trust

In our team, we really lean on each other's strengths and trust in our collective expertise. It's about valuing the unique skills each of us brings to the table. When it comes to delegation, we don't just hand out tasks; we do it with a sense of trust and open communication. Our leaders are encouraged to thoughtfully assign responsibilities, making sure everyone gets the support they need. This way, everyone can really shine in what they do best.



Culture & Values



Shared Vision

A clear vision and strategy for fiskaly's future are key for our daily work. It's important that we have an overview of our current status, long-term goals, and the strategy for the coming years.

Aligning our efforts with this unified vision helps us row in the same direction.

Culture & Values

Transparent Communication

We believe in open and transparent communication among all colleagues. While not every detail needs to be shared, we value providing relevant information about company goals, updates, and outcomes. Transparent communication builds trust and empowers everyone to contribute effectively. We encourage respectful interactions and the responsible sharing of information.



Culture & Values



Celebrating Success

In our workplace, celebrating achievements, regardless of their size, is part of our culture. It's a straightforward yet meaningful way to acknowledge the hard work of our teams. This practice isn't just about recognition, it helps remind us that every task, no matter how small, plays a role in our collective success.

Employee stats & statements

Lunchtime feels like sitting in a hostel breakfast room: so many different cultures & languages, and everyone is open to chat and having interesting conversations. It does not matter who you sit next to, you'll have a great time with literally everyone."

By results from Great Places to Work survey 2023:

100%  approval

Management trusts people to do a good job without watching over their shoulders.

 **98%** approval

People care about each other here

96%  approval

I'm proud to tell others I work here

eNPS Score

What is an eNPS?

With eNPS we utilized a common tool — the net promoter score — to measure our employees satisfaction. It can range from -100 to +100, a value of 30 is our industry's average and values above 50 are considered excellent.


Score:
56

+100 



-100 

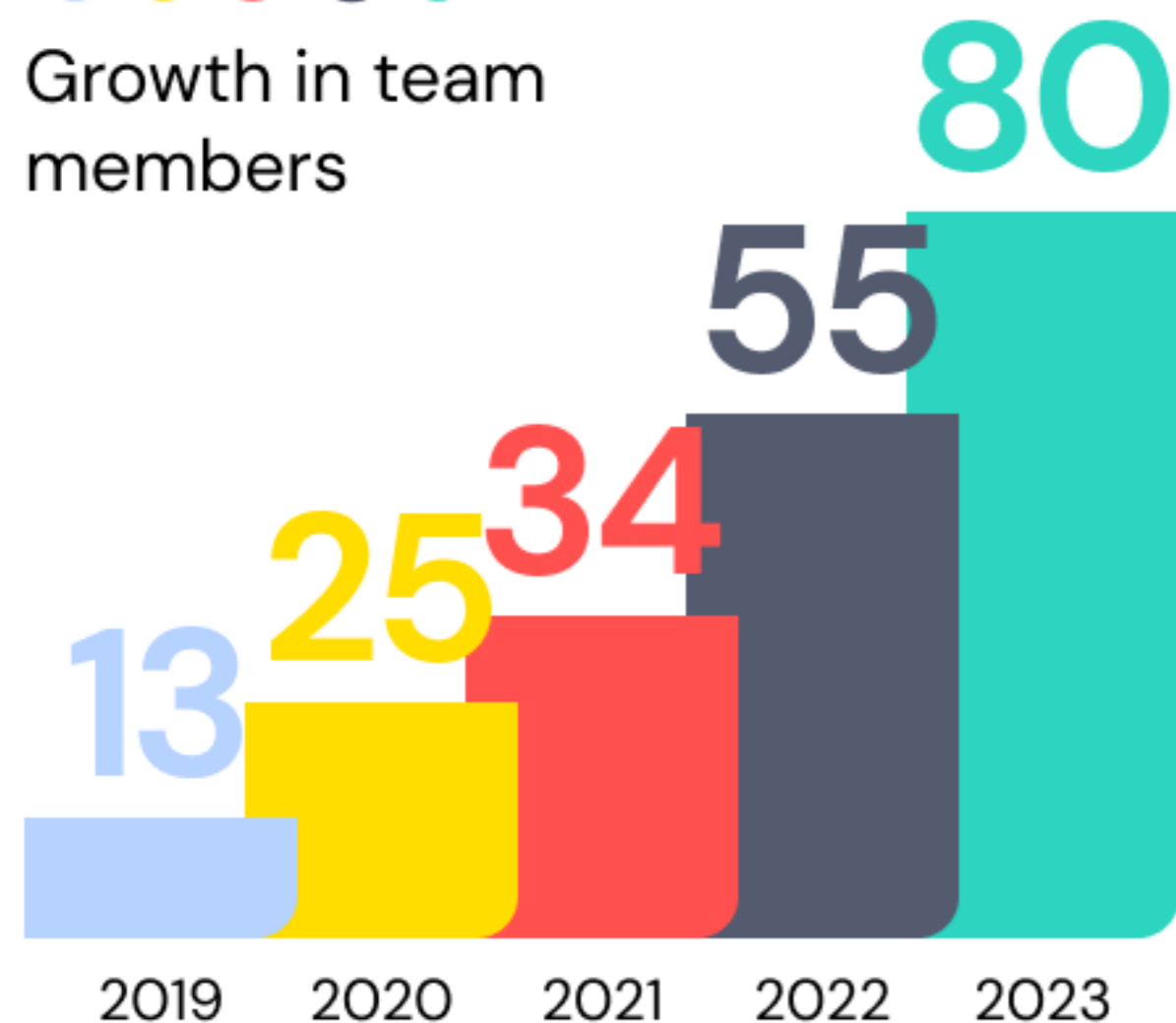
fiskaly.



At a glance





Growth in team members




 **+25 nationalities**

from all continents of the world

 **2 offices**

( Vienna +  Berlin) + remote working

 **2** company wide events per year
(+ at least 1-2 per department)

 **35%** Women at fiskaly

Becoming a fiskaly crew member

We are a cultural fit, your skills knocked us off our feet and the whole team likes you. In addition to that, you accepted our job offer. We couldn't be happier. So how will the first few weeks with fiskaly look like?

No matter if you're in Vienna or if you'll be working remotely; the first two weeks are meant to give you the chance:

- to get to know your team members and their general workflow,
- our company culture
- as well as colleagues from other departments.

Your companion from People & Culture will welcome you on your first day in the office, show you around and introduce you to your buddy. Your buddy is here to guide you through the initial period at fiskaly. Your colleagues are willing to help you, so make sure you are asking them everything you want to know!

[Read more](#) about the whole process or visit our [jobs page](#) right away!

welc  me!