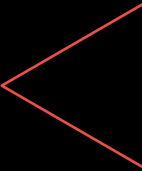
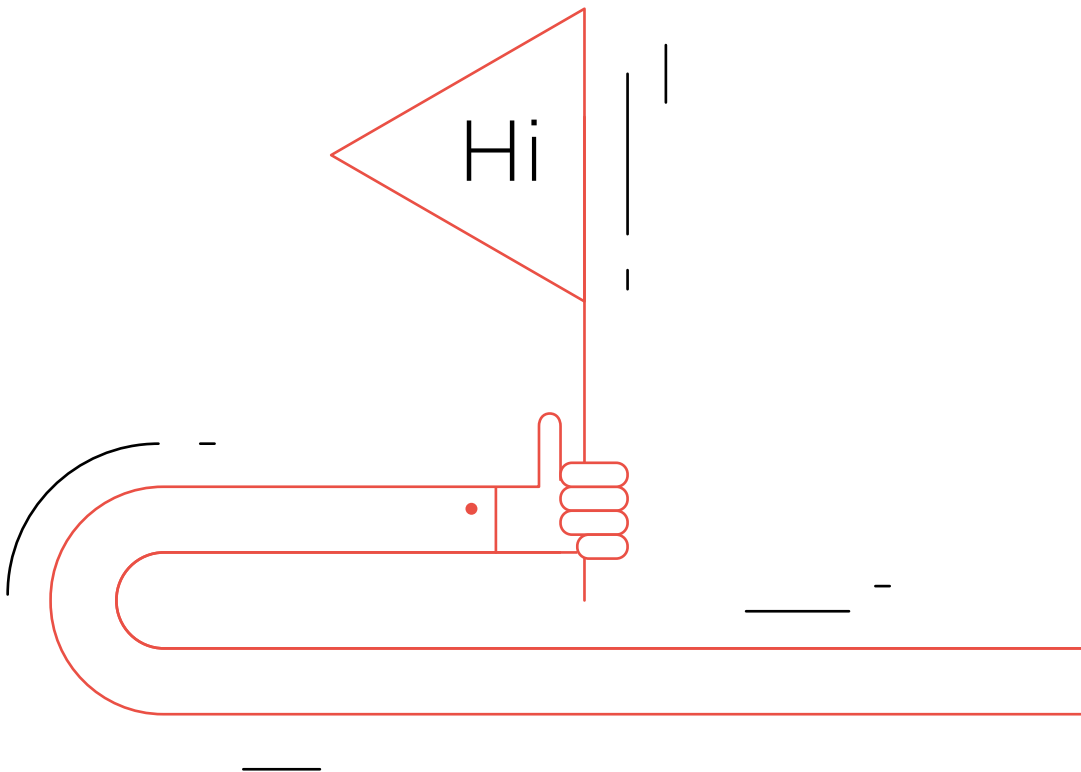


Hi INTERACTIVE
DESIGNING EXPERIENCES



CULTURE MANUAL

Hi, THERE



Hi INTERACTIVE

Welcome to **Hi INTERACTIVE**.

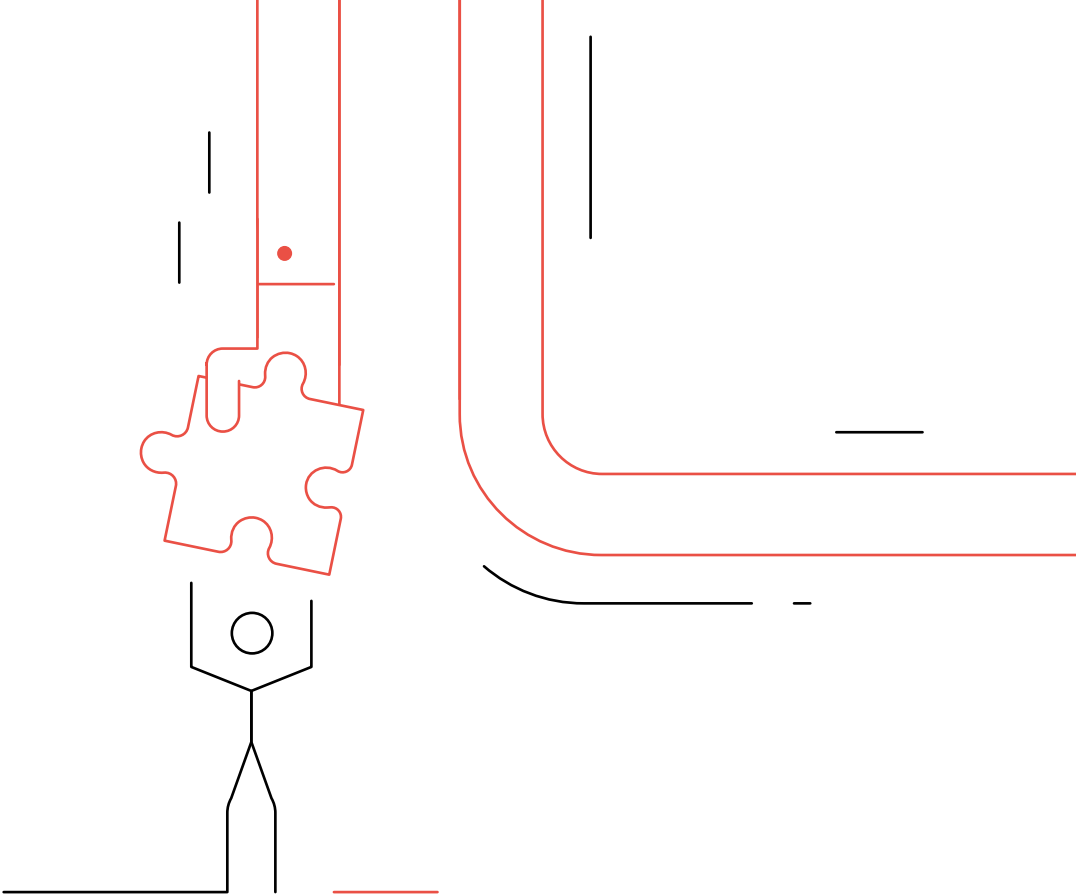
This is no ordinary company. Here, we aim for perfection, we defy the common thinking and encourage creativity.

This is our Manual.

Here we put what we believe to define this group of thinkers. It won't help you to understand why your e-mail isn't working or where is that meeting that you forgot about - for those things you can count on your colleagues.

The true sense of this Manual's existence is helping you to understand **Hi INTERACTIVE**'s values and to find out how you fit with us.

01. BASICS



Be part of a Team.

Nobody works alone: everyone is impelled to help, to teach, to learn.

Collaborate.

We don't do things because we were told to. We give our utmost, we create, we innovate.

Exceed expectations.

You're never too good. We aim to improve and surpass ourselves, everyday.

Talk.

Everyone has the right to be heard. Every idea is welcome.

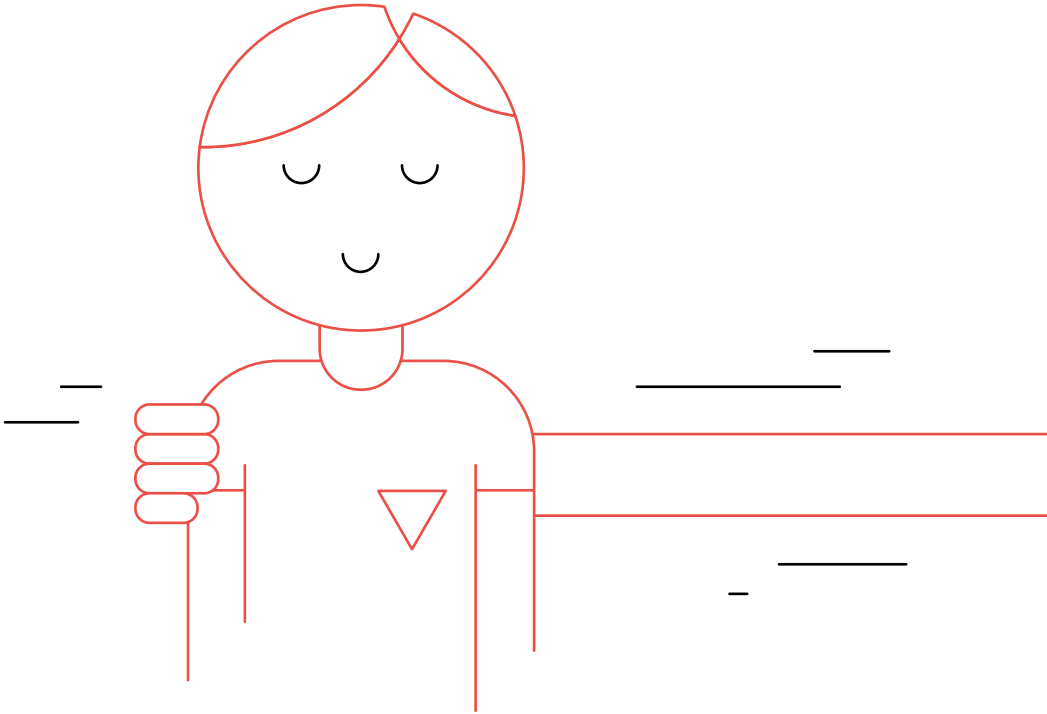
02. INEXORABLE FACTS

Things we say:

“Why are we doing it this way?”;
“Is there a better way?”;
“Let’s improve this.”;
“Let’s drink a cup of coffee.”;
“I have an idea!”

Things we don’t say:

“We’ve always done it this way.”;
“Not my division.”;
“I can’t do it”;
“Who cares?”



You deserve to be here.

We hire people that we believe to have the skills and value that we seek. Nobody has to worry about proving themselves. Relax and enjoy your job.

Nobody's going to hold your hand for everything.

This is a busy place. We are heralds of a system of autonomy and freedom where, everyone manages their time and responsibilities. Don't be afraid to call for help - we are a team. But don't expect anyone to do your job. Be autonomous.

Everyone is indispensable.

This company is a living organism that depends on the work of every single person. We choose our collaborators carefully and everyone is worth more than their title.

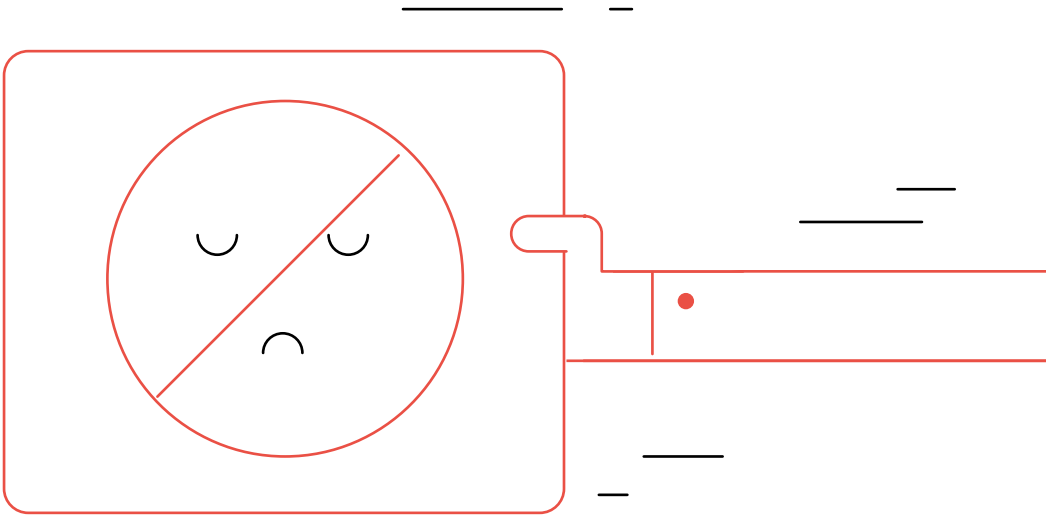
No client is too small.

We value every client and we provide the same quality and commitment to all.

Everyone is creative.

There is always creativity, even if hidden somewhere. It is a fine characteristic, but not a job. Creativity is no more than 100% hard work to improve concepts and ideas.

03. TEAM



We're not bossy.

We have mentors, collaborators, colleagues, but there's no need for an organization chart. We believe in every worker's skills. Our seniors started as juniors. We learn from each other.

Fun is part of the deal.

Nobody has to hide the social network or the game they're playing. Nobody needs to pretend. Your mind can't be constantly working. Just remember to finish your assignment, too.

Obligatory characteristic: Humour.

We know, we know... Monday is a pain. But hello! Everyone is here, working as a team. Do try to smile, your day will turn out to be a lot better!

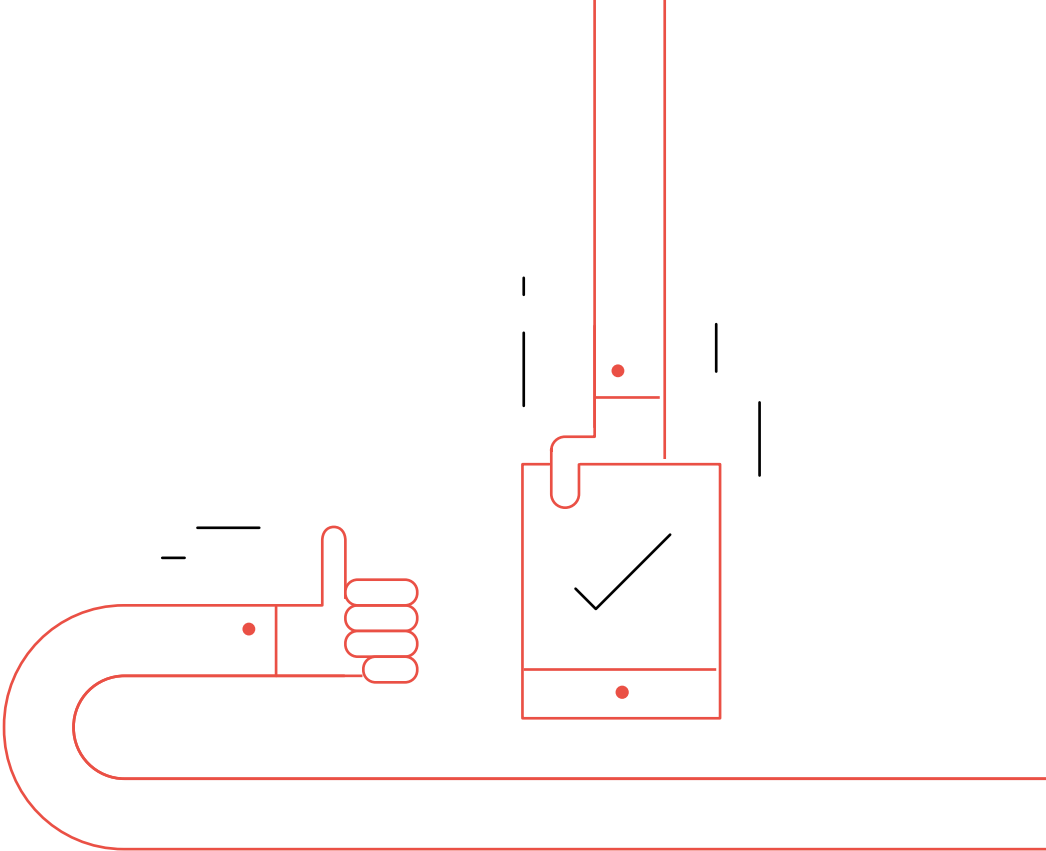
Everyone is welcome.

This is our home for part of the day. Make the most of it.

Think it, say it.

A company needs communication to function properly. Say what you are thinking: it can help improve everyone's job. Just remember to be polite.

04. MANIFESTO



We care.

We put a lot of care, effort and passion in everything we do.

Simple, functional solutions.

We make things that are simple to work with.

Quality overpowers quantity.

We do our best and improve to make really good work instead of “quick work”.

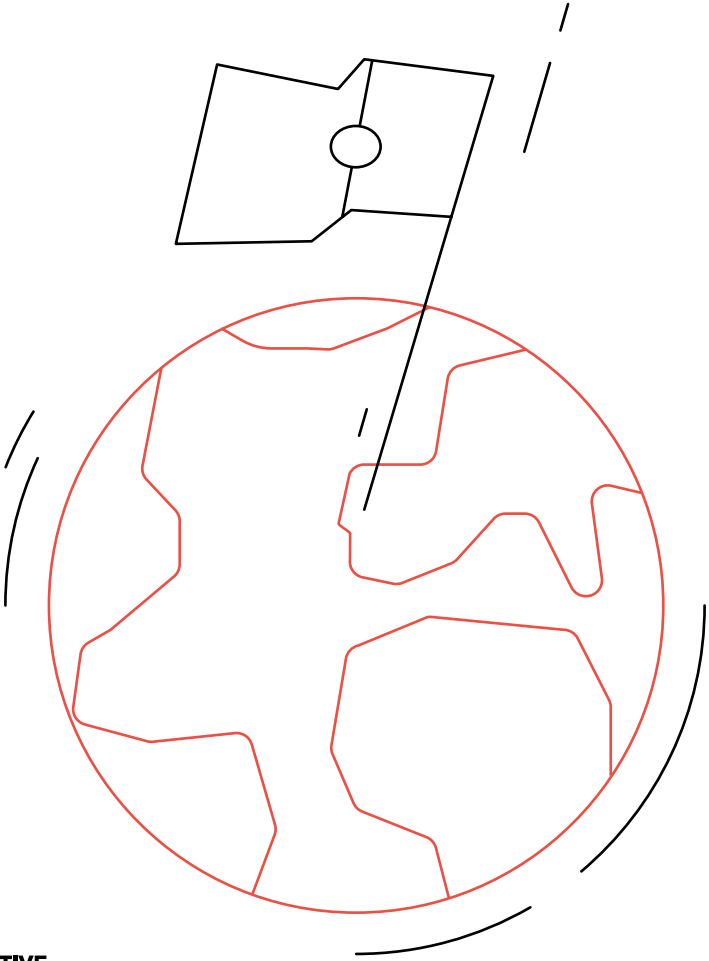
The user comes first. Always.

The user must be at the heart of our strategy.

We collaborate.

Our approach is to work with the clients, rather than for the clients. The best projects are the ones where everything is combined.

05. Hi. THIS IS OUR COMPANY



Find us in Lisbon. Find us in Leiria.

Find us everywhere. We work from here to the World, from small businesses to large multinational companies. There are no borders for a good team.

FAQ

'Frequently Asked Questions'

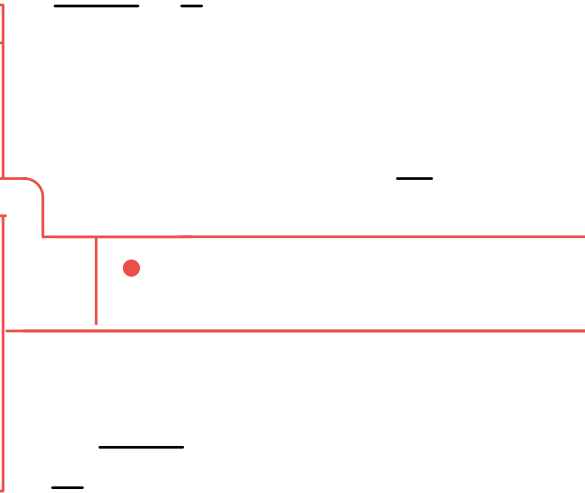
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“Can I put my food in the fridge?”

Sure. Just don't eat other people's food.

That leads to the dark side.

“Can I decorate my desk?”

We encourage everyone to express themselves.

Be creative and respect your colleague's space.

“Can I listen to some music?”

Yes. Do wear headphones, though. Unless we all decide to listen to the same song.

“Can I order something to be delivered here?”

Of course. No explosives, ok?

“What if everything fails and I'm miserable?”

Just give your best, work as a team. Everything else will work out fine.

Above all else: **enjoy your work
and do what you love.**

Hi, AGAIN... READY TO START?



www.hi-interactive.com