



Clymb Culture

If a climber wants to reach the top of a mountain, they require training and tools to help them survive the conditions and summit the peak. Here at Clymb, we see ourselves as climbers. Summiting the peak means we realize our purpose: stronger relationships, tighter communities, and happier people. The Clymbing Principles are the training and tools that help us get there. We believe that company culture impacts how its team members think and behave. At Clymb, we think and behave in a way that will take us to the top and create real, sustainable change for our team, our users, and the world. We encourage all team members, regardless of rank or department, to hold other team members accountable to The Clymbing Principles.

The Clymbing Principles

Purpose:

Our purpose is our compass. We focus on sustainable impact. It's what inspires us to do what we do, in the way that we do it.

Synergy:

When a group of climbers travel together, they are often linked by rope to increase their chances of success. We believe that success happens when we intentionally work together towards our purpose. One person out of sync can throw the whole team off balance. We take accountability for our role on the team, knowing that every part contributes to the success of the whole.

Forward Motion:

The consistent, steady flow of a river can carve away a mountain. Like a river, we always find a way towards the execution of our purpose. We make decisions quickly and operate in unequivocal excellence. It's okay to stumble along the way, but we always keep moving forward.

Curiosity:

The person who explores is the one who makes new discoveries. We believe that curiosity powers innovation and ignites creativity. It helps us to make deeper connections and increases team performance. We ask powerful questions like "What if

we...?", "Have we considered...?", or "What would it be like if...?" We celebrate our diverse experiences and levels of expertise but we don't allow what we already know or what we've done before to shut down new possibilities.

Data:

Every climber needs a good map. Facts and figures are the maps that guide us toward our purpose. We make data-informed decisions.

Course Correction:

If a climber is hours into a climb and finds that the path he/she/they have taken is washed out, the climber has to make a course correction. The goal of reaching the top does not change, but the plan to get there does. At Clymb, when we realize that any effort is not working, we make a course correction and keep going towards the goal. We are not afraid to make informed, data-driven pivots, knowing that incremental change can drastically improve our outcome.

Clymb vision:

Spread happiness

Clymb mission:

Empower children with personalized tools to nurture their mental and emotional health.