

Freelance NATION



culture 101

free·lance

/ˈfriːlæns, -ˌlɑns, -ˈlæns, -ˈlɑns/
[free-lans, -lahns, -lans, -lahns]

noun Also, free lance. **1.** Also, freelancer. a person who works as a writer, designer, performer, or the like, selling work or services by the hour, day, job, etc., rather than working on a regular salary basis for one employer. **2.** a person who contends in a cause or in a succession of various causes, as he or she chooses, without personal attachment or allegiance. **verb** (used without object), free lanced, free lanc ing. **3.** to act or work as a freelance: The illustrator used to be employed by us but is freelancing now. **verb** (used with object), free lanced, free lanc ing. **4.** to produce, sell, or accomplish as a freelance: to freelance a magazine article. adjective **5.** of or pertaining to a freelance or the work of a freelance: a freelance writer; freelance copyediting. **adverb 6.** in the manner of a freelance: She works freelance.

na·tion

ˈnāSHən/

noun: nation; plural noun: nations **1.** A large aggregate of people united by common descent, history, culture, or language, inhabiting a particular country or territory.

our manifesto

We believe, live, act, role model, and thrive in a culture of freedom, flexibility, and fun – always sharing, learning and adapting to our surroundings. We each have a personal story that speaks to how our work lines up with the larger Intel mission. We deliver results, and are key players in building a sustainable long-term organization. This is how we roll.

our culture

Right on. You decided to join something cutting edge here at Intel. You're probably a free thinker. Even open minded and trustworthy. An advocate and champion of true innovation. A change agent in your organization. Maybe you are also creative and ambitious. Most of all you are willing to explore something that is NOT the status quo. Welcome to Freelance Nation.

We are excited to have you join a revolutionary way to work at Intel. This is not just an internal move, it is an adventure that supports a new business initiative. You have chosen to be a part of an innovative work environment, creating a passionate and energized workforce to deliver quality results.

As a trailblazer, we'll ensure that you get all the information you need to launch. We'll also be asking you to help us along the way to improve and

fine tune the process. Look for a package coming your way soon with a new bright yellow badge sleeve and lanyard to identify yourself as a courageous Intel Freelancer – it's a new dawn. Wear it with pride and tell all your friends and co-workers about this innovative way of working.

Candor

CAN-DO with CANDOR – CAN DO = we deliver results.

CANDO-R

Resource – to Intel teams that need critical work completed

Revolution – in “how” we run as a department. We are not “old school Intel”

Renew – Your energy level to bring your BEST to Intel

Relief – to managers who need the right skill sets -> fast!

Revive – Your career as an Intel EE by working differently

Re-energize – Our workforce through how we work

The 40

A continuum exists between not working and overworking. Between slacking and burnout. As an agent, you exist somewhere towards the middle.

Slacking, nor burnout, are how you work. You do your best when you are able to focus on your best 40 when you are most productive.

We embody a working culture that is built on behaviors and visible actions supporting those behaviors and values. Trust, knowledge sharing, transparency, honesty, integrity, curiosity, camaraderie.

We value the Individual over the tool or process. How we do it is as important as what we do. There is no “P” in team, but there are two “I’s” in Politics. If you are one of those I’s, you will be asked to leave. There is an “A” in team. However if you are a legitimate “A**”, you will also be asked to leave.

If you treat people disrespectfully – you will be asked to leave. If you are not self aware, we are going to help you out here. Be prepared for some honest feedback. Open and honest feedback is what we live and breath. It goes both ways.

Now it's your turn

trust

Jot down some things of what this means to you. You are pioneering what the Freelance Nation culture is.

care

Jot down some things of what this means to you. You are pioneering what the Freelance Nation culture is.

learn

Jot down some things of what this means to you. You are pioneering what the Freelance Nation culture is.

share

Jot down some things of what this means to you. You are pioneering what the Freelance Nation culture is.

All of the previous are empty words on a page... Unless you bring them to life through your behaviors, choices, and actions.

Yep, we are Intel.