

NOBLE STEED GAMES

Culture Book 2022





PreLUde

I've seen a lot of culture documents, and my reaction often is to think that they sound like bullshit. So - why are we making one? I think it's important for us to have a marker of who we are and what we believe. My goal for this culture book is to ensure that it isn't simply aspirational, but a demonstrable representation of the values we embody.

So - each value listed in this culture book is accompanied by tangible examples of policies that we enact to ensure that we are living our values. If any aspect of this culture book still rings hollow to you, please reach out to me and I'll endeavour to change it to ensure it is not just empty words.

Reuben Moorhouse

Director of Noble Steed Games



Passion

We are collectively passionate about what we do. We actively pursue projects that excite and challenge us, and make opportunities for all employees to build their purposes into their work.

- Purpose
- Growth
- Drive



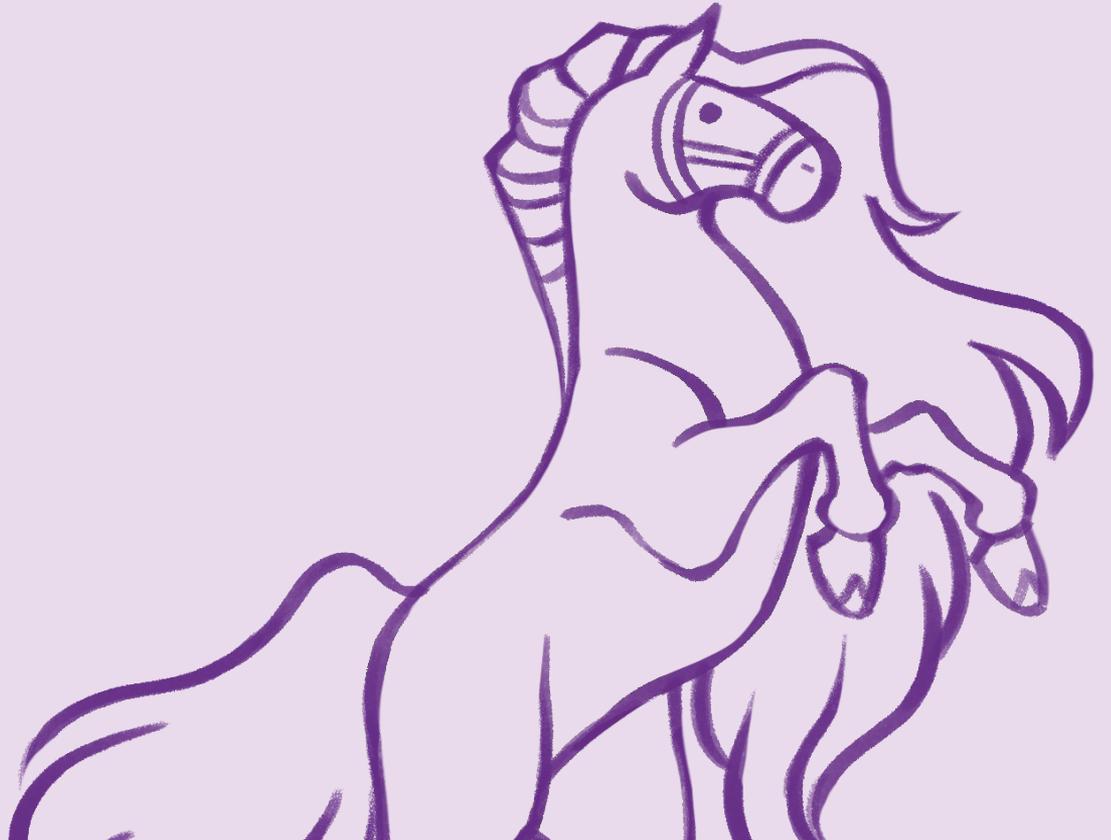
Compassion

We collectively care. About our clients, our employees, and our world. Ensuring that we are able to be human, and leverage our humanity to be better, treat each other better, and leave the world better.

- Balance
- Kindness
- Honesty
- Vulnerability

Passion

Why we work



Purpose

As an organisation, we value purpose. We aim to ensure that we all have the opportunity to work on projects that are personally inspiring, interesting and in alignment with our own individual goals.

How do we currently enact this?

- Purpose Meetings with direct supervisor (every 3 weeks).
- Policy of being able to choose (or create) work that you want to work on.
- Regular opportunities for all team members to pitch internal projects for development.



Growth

We recognise that we are, both individually and as an organisation, always growing and learning.

How do we currently enact this?

- Regular meetings with direct supervisor (every 3 weeks), including:
 - Discussions of, and planning for, growth (in skills, in career, in compensation).
 - Constructive criticism, delivered with love.
 - Weekly retrospectives, across projects and across the organization, for regular opportunities to reflect and improve.



Drive

We are a driven organisation. But, drive is a ***symptom***, not a ***goal***. We do not require people to be driven, but rather see being driven as an end result of the rest of our values operating smoothly.

We expect that by giving people a passionate and compassionate place to work, they will be driven in their work as a result.



Compassion

How we work





Ba1ance

As an organisation, we want to seek balance. We seek diversity individually (varied skills and interests leads to better individuals), and collectively (varied backgrounds and interests of individuals leads to a better organisation).

How do we enact this?

- [Anti-Crunch policy.](#)
- [Diversity as an organisation.](#)
- Regular scheduled opportunities for us as a team to bond over non-work activities, such as our Wednesday Chill Time.



Kindness

As an organization, we aim to be kind. There is never an excuse for unkindness, and even difficult topics can be discussed with care and compassion.

Collectively, we treat our clients and employees with kindness. Be cognizant of difficult circumstances, and ensure that we treat others as we would like to be treated.

How do we enact this?

- Generous leave entitlements, including unlimited unpaid leave.
- No price is worth unkindness. We will never hire 'that person' - the individual who is so talented that they get away with being unkind.



Honesty

We aim to be honest, with ourselves, with our employees, with our clients. We speak plainly and clearly, and stick to our word. Similarly, we are transparent and open.

How do we enact this?

- Role and Pay transparency. All employees can see what other employees make, and what the clear requirements are for promotions.
- Valuing feedback, in both directions. It is our responsibility as an organization to give clear and valuable feedback to our employees. Similarly, it is our responsibility to listen to and value feedback from our employees.



Humility / Vulnerability

We aim to be humble and vulnerable as an organization, and welcome the vulnerability of our employees. However, this is a **symptom**, not a **goal**. If our employees are not able to be vulnerable with us, this is a failing of us as an organisation to embody our values of compassion.

We aim to be kind, honest and balanced, to ensure that our employees are able to be vulnerable and transparent about problems, trusting us to listen and solve them.

Let's get in touch



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