



Excellence. Passion. Integrity. Collaboration.

# *We are E.P.I.C.*

The Andela core values — **Excellence, Passion, Integrity,** and **Collaboration** — are often referred to as E.P.I.C. When an Andelan says, “that’s E.P.I.C.,” they are referring to something in line with our values that advances our mission. More broadly, E.P.I.C. means pulling the future of work into the present by connecting brilliance and opportunity. It means that as Andelans, we think differently and look for the best possible outcome, even if that means charting a new course.





# *Excellence*

## ◆ **Assess & Deliver**

Andelans are relentlessly focused on results. We use data to drive our decision making, and do not sacrifice quality for convenience.

## ◆ **Advance Through Merit**

Andelans advance through merit and achievement. We are not limited by our race, gender, or nationality. We consistently pursue the democratization of opportunity.

## ◆ **Bias for Action**

Andelans understand that we have limited time to create impact. We act decisively even when it causes discomfort. We take calculated risks and constantly learn.



# Passion

## ◆ Growth & Curiosity

Andelans are lifelong learners who consistently seek out new ideas and ways of thinking. We pursue mastery of our craft and share our learnings widely.

## ◆ Innovate & Simplify

We are pragmatic innovators, unafraid to stand on the shoulders of giants in pursuit of our mission. We love to invent, but we don't have to invent everything.

## ◆ Grit & Resilience

We recognize that achieving our mission requires overcoming obstacles. We continue in the face of adversity, adapt quickly, and push forward with conviction.

## ◆ Customer Obsession

We know that we only succeed if we solve the problems of our customers - both clients and talent. We focus on earning and maintaining customer trust, and we obsess over finding new ways to surprise and delight.



# *Integrity*

## ◆ **Ownership & Accountability**

Andelans take ownership of outcomes and hold ourselves and each other accountable. When mistakes happen, we flag them early and often to solve together.

## ◆ **Start with Trust**

Andelans lead with trust and mutual respect. We assume good intentions, and we're not afraid to speak up and raise concerns. We think of feedback as kindness and critical to building strong relationships.

## ◆ **Team Players**

Andelans realize that our sum is greater than our parts. We hold each other to high standards, and provide the support necessary to achieve them. If conflict arises, we remember that we are all on the same team.



# Collaboration

## ◆ Seek to be Challenged

Andelans outcompete through diversity. We seek out diverse perspectives and question our assumptions because we know that the continued strength of our judgement depends on it.

## ◆ Seek to Understand

Andela differentiates through inclusion. We come from wildly diverse cultures and backgrounds, and appreciate the opportunity to learn from each other.

## ◆ Disagree & Commit

Andelans respectfully challenge decisions when we disagree, even when doing so is uncomfortable. Once a decision is determined, we commit wholly and move forward with conviction.