



Our core values

Having a set of common core values is critical to any successful organization. Values help to shape decisions and actions by providing a fundamental set of guiding principles, and form the basis for team culture based on mutual understanding and shared beliefs. Below are the core values we at Airdev aspire to embody each day.

Client success

- We seek to maximize our clients' long-term success, not our short-term revenue from them
- We take pride in exceeding expectations and turning clients into raving fans
- We don't blindly execute client requests; we provide feedback, ideas, and advice

People matter

- We care about our employees, partners, and clients as people, and seek to help and support one another
- We are honest and direct; difficult conversations happen with the people involved, not behind their backs
- We value a diverse set of backgrounds and perspectives in making our work great and inclusive
- We balance hard work with fun and humor

Empowerment & ownership

- We entrust one another with meaningful responsibility, including voicing dissent when necessary
- We hold ourselves personally accountable to promises, deadlines, and goals – and ask for help when needed
- We proactively address issues without owners, and never say “that’s not my problem”

Substance over hype

- We don't do things just because others are doing them; we set our own path and beliefs
- We are thoughtful about our work, minding both the big picture and small details, as well as second-order consequences of our actions
- We lose the ego and personal agenda, and remain open to changing our minds

Improvement & exploration

- We are never satisfied with our current position, and seek to continuously improve
- We spend the extra effort now to make things better for the future
- We explore our passions and curiosities, knowing they often yield unexpected benefits