



SPIFF

CAREER PATH AT SPIFF

What's Your Why?



Jeron's Dad used to do a thought exercise with the kids at the dinner table called "The 5 Whys." You can learn a lot about yourself by a question, then asking "Why?" up to 5 times. If you do this thoughtfully, it will often reveal something important about your personal motivations. Start by asking "Why did I join Spiff?"

Why?

Q: Why did you join Spiff?

A: Because I love doing startups.



Why?

Q: Why do you love doing startups?

A: Because I love to create things with friends, I love adventure, and I love seeing people benefit from something I helped build.



Why?

Q: Why do you love to create things with friends, adventure, and seeing people benefit from something you helped build?

A: Because it feels both fun and meaningful to me



Why?

Q: Why does it feel fun and meaningful to you?

A: I don't know; it just does

Spiff's Why



Spiff believes teams are happiest when they are **motivated and successful**.

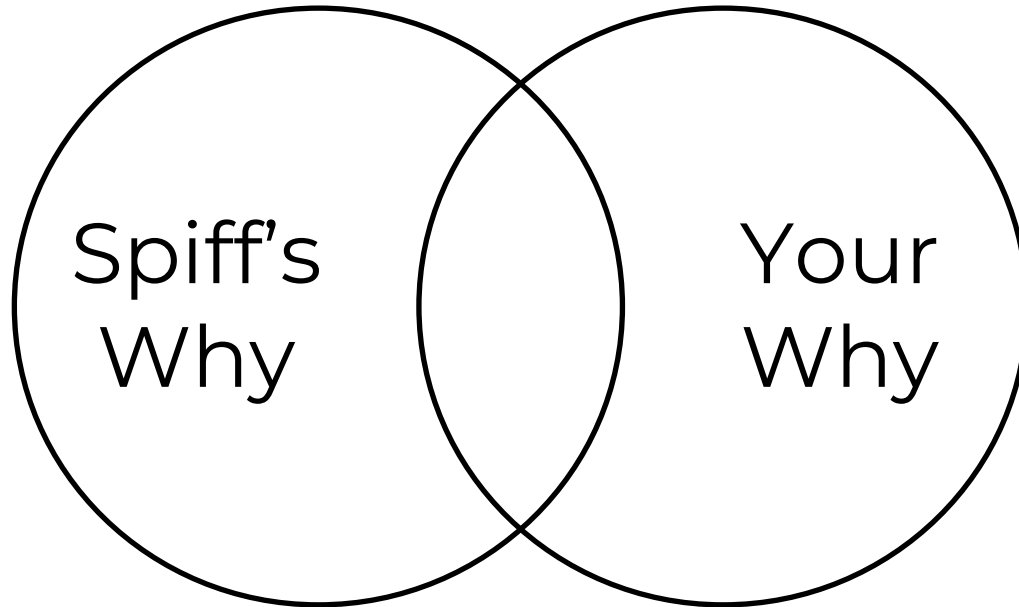
Spiff is on a mission to **drive motivation and success through effective, real-time, data-driven, commission software.**

We're starting by relegating commission spreadsheets to the Dark Ages.

The Alliance



Spiff seeks an “alliance” with you. This alliance is where Spiff helps you achieve your Why and you agree to help Spiff achieve its Why. This involves give and take. There will be times where you’ll need to do a “tour of duty” for Spiff. At a minimum Spiff will always help you by paying you but we hope to do a lot more.



Note: We took the concept of the “alliance” from Reid Hoffman’s book *The Alliance*. You can find a summary here: [https://www.slideshare.net/reidhoffman/the-alliance-a-visual-summary/81-Get the book today An](https://www.slideshare.net/reidhoffman/the-alliance-a-visual-summary/81-Get-the-book-today-An)



Compensation

We adhere to Netflix's philosophy that "Adequate performance will get you a generous severance package."

Also, we believe to recruit world-class talent we need to compensate in a world-class way.

We define compensation broadly to include:

1. Cash, salary, and benefits
2. Equity
3. Commission
4. Experience
5. Making Spiff an amazing place to work with other world-class leaders

We are happy to have compensation conversations regularly, especially for our highest performers.