



# The Ideal Bolter Profile

The Ideal Bolter Profile (IBP), known as the Agile Innovator, serves as a benchmark for hiring, training, and developing employees to align with Bolt's goals, culture, and operational needs.

## Key desires

- ✓ **Freedom with Responsibility:** You thrive on independence, embracing flexibility and rejecting micromanagement.
- ✓ **Live Curiously:** You seek career development opportunities and actively pursue feedback to fuel your growth. You never settle for just 'ok' but seek to continuously raise the bar.
- ✓ **Work at Scale:** You are driven to contribute directly to our core products, tackling unique challenges and solving problems at scale.



## Mindset

- ✓ **Customer-Obsessed:** Relentlessly driven to deliver solutions that not only resolve customer issues but also revolutionize the market.
- ✓ **Team is the GOAT:** You are a catalyst for team success, uplifting and driving your colleagues forward, staying laser-focused amidst change.
- ✓ **Founder Mentality:** You initiate action and deliver solutions beyond your job description. You're bold in your experimentation and you don't sit and wait for permission to innovate.



## Why IBP?

Increase conversions and revenue by providing a frictionless checkout experience that seamlessly integrates with your existing checkout and payment options.

IBP streamlines recruitment

Creates clear expectations for perf. management

Provides a high bar for Bolters that they can opt-in or opt-out of

IBP creates alignment with organizational goals and improves employee retention



**The Ideal Bolter Profile (IBP)** ensures that employees are aligned with Bolt's culture and goals. This alignment ultimately drives the company's success and creates a positive, productive, and inclusive work environment.

## Context over Control

As a team of Agile Innovators, our leaders role is to coach, give context, and provide suggestions and feedback.



### Increase Trust and Safety

Build on foundational trust between IC's and leadership, create a psychologically safe environment.



### Maintain a High Bar

Bolters must be able to work and trust their team to drive decisions forward and create impact. Each team member must be fully 'in'.



### Connect and Strengthen the Team

Success is not possible without a team that feels connected and is able to trust, recognize, and celebrate each other.

A **Founder Mentality** empowers anyone at any level at Bolt to be a decision maker. In order to ensure we're doing that well, we need to educate our team to make sound decisions using logic and data-based decisions.