

## Our Organization is a Best Place to Work Because ...

By Chris Byers, CEO, Formstack



Walk into the Formstack office on any given day, and you'll find our team clicking away on laptops, video chatting with remote staff and trash talking around the ping pong table. (We are passionate about power struggle, a company-wide ping pong game we created). But being a great place to work goes beyond a limitless supply of Twizzlers in the kitchen. Here are three things I believe make Formstack one of the best places to work:

### Big targets

We plan for and commit to big targets. Our giant goals serve to inspire our teams and build energy. We want to go beyond sustaining our current output. Our team continues to grow as we add fresh talent and needed resources to each department. We want to equip each team to strive for the big goals we've set, and the challenge keeps teams engaged and energized. Along the way, we make sure to celebrate the wins to keep momentum!

### Intentionally remote

About half of our staff lives in Indianapolis, and the other half lives all over the globe. We make an intentional effort to include our remote team in company culture. Once a month, all remote staff grabs their lunch and joins a video conference to eat and chat. When we host

"Formstack Fun" in the Indy office, we devise modifications to allow our remote employees to still participate.

One favorite was when local and remote folks recorded videos lip synching their favorite songs. We all watched them together and voted for winners. One final way we've found to support remote culture is allowing Indy employees to be remote as well. The office is available, but any employee can work wherever they want on any day.

### Promote personality

We don't work with robots, and we don't want to pretend like we do. Formstack is a great place to work because we create space for personality and fun. I'm known for my love of Taylor Swift songs, and our team actually has a shared document of "Formstack anthems." We also share humorous GIFs on our intra-office chat multiple times a day (or hour). There are unique chat rooms for Babies & Kittens, Fantasy Football and a handful of other social topics outside of simply project communications.

I love working at Formstack, and I want our employees to enjoy it too. We're always looking for ways to improve and make it an environment where our team will work best and have a good time doing it.