

Return Path's culture is unique (we think!).

To maintain it, we've identified the type of people who are most successful here, and what **they have in common**. To be successful here, you must demonstrate **Personal/Professional Growth, Professionalism, Flawless Execution, and Strategic Thinking**; have a **Positive Impact** and a **great sense of humor**. We have different expectations based on the level of the role:

Entry level: **Learning** • Individual Contributor: **Applying** • Manager/Sr. Individual Contributor: **Guiding** • Executive: **Shaping**

Growth	Professionalism	Execution	Impact	Strategic Thinking
You are aware of your strengths and development areas, and focused on your personal and professional growth. You receive feedback well which enables you to pro-actively leverage your strengths and improve upon your less developed skills.	You live by our shared values, are passionate about what we do, contribute to the RP community, and follow-through on commitments. You hold yourself to the highest standards of conduct with others in every interaction.	You operate collaboratively and are skilled in soliciting and understanding multiple perspectives. You are analytic and data-driven in your thinking. You take initiative and achieve results. You evaluate the quality of our output rigorously to ensure we are consistently delivering excellence.	You understand and manage your impact on people. You listen carefully to others, communicate effectively, and help others leverage their strengths. You give others feedback to support them in their personal development.	You think pro-actively about the future of the business and relate current business activities to those desired outcomes. You are able to assess, view and create the future by crafting day-to-day business activity in the context of our long-term objectives. You understand our business drivers and are able to effectively prioritize and work on the most impactful. You challenge the status quo.