

# OUR CHARTER OF VALUES

*The pillars on which Eggup is founded*



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# *Introduction*

We are our values.

Values guide us, they encourage us to always do better, they give us direction and objective. Sharing the same values as part of a team means setting the Eggup machine in motion towards a common goal, that of making people aware of their own areas of strength and growth.

In this document, we collected the values on which our company is based and which we all make our own. In each of our colleagues, what we believe comes to life, dreams are intertwined with determination and ethics guides every step.

Welcome to the beating heart of our vision, where values become action and each individual contributes to the symphony of success.



# Eggup

Eggup is a digital assessment platform to analyze and strengthen soft skills with questionnaires and personalized suggestions for continuous self-development.

You can choose between the tests already available on the platform or create a custom one, selecting from over 220 skills that best reflect the company's leadership model.

At the end of the test, you can view the results obtained directly on the platform in the form of a score or through a detailed report.

Upon completion of the questionnaire, it is possible to activate our **Smart Coach**, an inspirational self-development path consistent with the results of the assessment carried out. People will receive personalized suggestions with the ideal content for their continuous self-learning journey.

## *Helping companies to leverage soft skills*

Since 2013, we have been creating innovative and high-performance solutions to develop and enhance people's soft skills in companies.

Eggup supports the following HR processes:

- **Recruitment:** for pre-screening of soft skills and for attracting candidates;
- **Training and development:** for the analysis of training needs and for staff engagement;
- **Organizational analysis:** for the mapping of soft skills and for the analysis of adherence to the specific role or to the leadership model.

### FOR FURTHER INFORMATION

[www.eggup.it](http://www.eggup.it)

# Eggup

## 2.1 VISION

Our vision, quite ambitious, is the one that guides us in our every action, every day.

We aim to be the reference points in the Italian HR Tech market and in the development of assessments on soft skills.

We want to bring value to the human resources sector and focus on people's soft skills, so that they are recognized as the true pivot around which the entire company system revolves.

We aim to make people aware of their skills so that they can continuously improve and enhance them through tailored learning paths designed to meet their specific needs.



# Eggup

## 2.2 MISSION

Our mission is to enable individuals to identify and develop their cross-functional skills so that they can be applied in any work environment, as well as to reskill themselves to keep up with the modern digital transformation.

Every day, we work to provide people with innovative and engaging tools to recognize and enhance their soft skills, thus promoting individual self-development and continuous learning.

We offer companies the opportunity to build personalized assessments on the soft skills that align most with their values, so they can create tailored development plans for their human resources.

We never lose sight of the individual in everything we do.

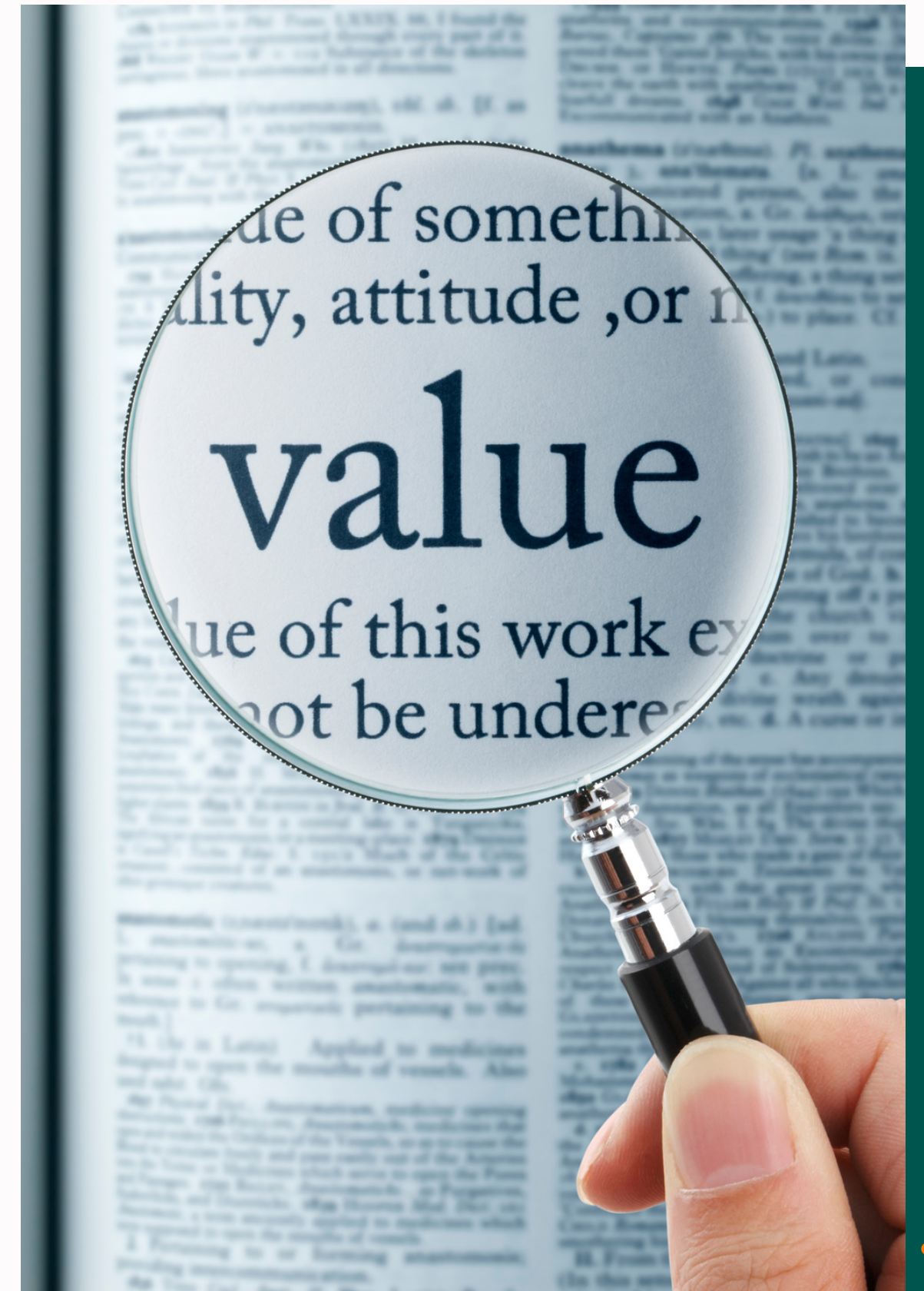


# *Our values*

With our clients, before creating any personalized assessment, we sit down and discuss the values that guide their actions, and then find corresponding soft skills in our database to create a tool tailored to the company.

In the same way, we decided to subject Eggup to the same process and build a personalized assessment for ourselves, based on the core values of our company with the aim of analyzing the soft skills associated with them.

Each examined soft skill is part of our history, from **Energy**, the driving force behind the creation of the then-startup Eggup, to **Courage**, which allowed it to grow and develop, to **Responsibility** that distinguishes every single collaborator, especially given the remote work mode, to **Perspective** and **Creativity**, which are the fuel that keeps our company moving.



# Our values

## 3.1 ENERGY

### ***Soft skill: Energy***

To be outgoing, sociable and cordial people, who easily manage to establish relationships with others. Characteristic that describes people who express enthusiasm and build trust in their relationships, coming to be at ease in contexts that involve frequent and varied relational contacts.

### ***Soft skill: Achievement Striving***

To be a determined and goal-oriented person. To be able to easily understand which direction to take and then take action immediately in a determined and energetic way. Characteristic that describes people who are tenacious and focused on achieving their objectives. It is the ability to transform plans into actions and to follow, in compliance with high standards, the direction that has been chosen.





# Our values

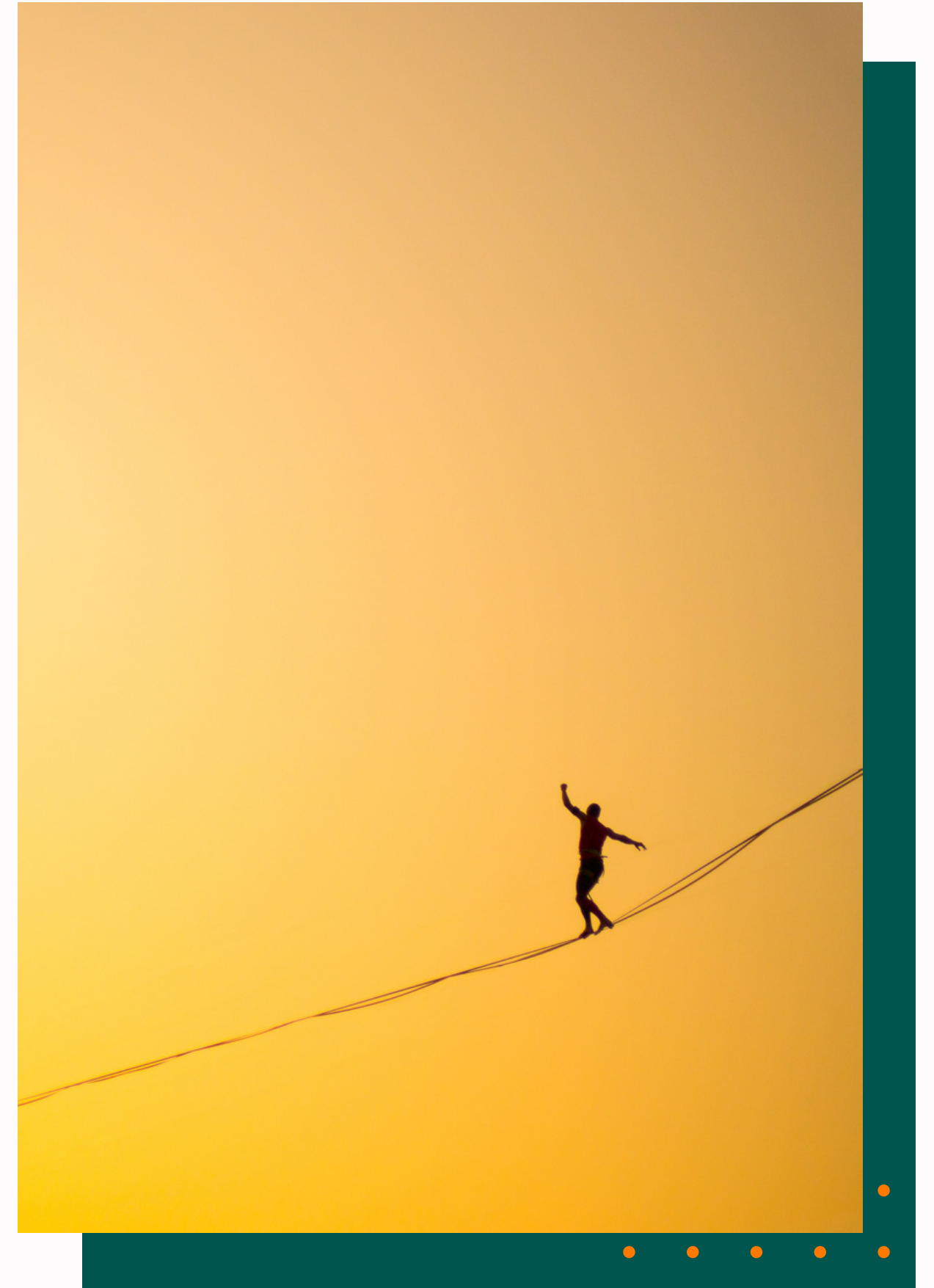
## 3.2 COURAGE

### *Soft skill: Valor*

To have audacity, a reckless approach, confidence in the expression of one's point of view and in the personal contribution to the success of the organization. Characteristic that describes people who stimulate comparison with others and challenge the status quo, managing to maintain concreteness and achieve what has been planned.

### *Soft skill: Open Mindedness*

To possess a rational and agile cognitive approach, characterized by facing work and activities in a logical and systematic way, with the help of schemes and procedures. Characteristic that describes people who show interest in various topics and disciplines, from the most concrete to the most abstract ones. They have an effective way of managing a large number of elements, so as to solve small and / or complex issues with the same interest and efficiency.



# Our values

## 3.3 INNOVATION

### ***Soft skill: Perspective***

To express an intellectually lively approach, possessing a good self-awareness useful for orienting oneself towards the objectives to be achieved. Characteristic that describes people who value preparation and competence, so as to plan their work and activities in the right order and successfully reach their goals.

### ***Soft skill: Creativity***

To show curiosity and intellectual vivacity, managing to imagine beyond the contingent and integrating multiple points of view, whilst placing oneself in multiple perspectives. Characteristic that describes people who are able to create connections between situations and facts that are usually not comparable, so as to create complex and unprecedented scenarios.



# Our values

## 3.4 RESPONSIBILITY

### *Soft skills: Responsibility*

To possess a strong sense of duty towards others, being ready to support and give advice. Characteristic that describes people who anticipate and respect the needs and requests of others, whether known or not. They are precise, empathic and focused on detail.

### *Soft skill: Planfulness*

To act with precision when managing activities, applying a logical and programmed methodology. Characteristic that describes people who plan in detail all things that must be done, including "how to do them", in order to achieve the established goal in the best possible way. They do not postpone commitments and deliveries, which are diligently carried out.



# Conclusions

In this charter of values there is all of Eggup. From the founders, to the partners, to the employees, interns, and external collaborators: everyone shares these four fundamental pillars.

In every single moment, each one of us commits to embodying these core values. We are proud to be ambassadors of this vision and together, to be able to offer our contribution in facilitating people's journey towards their personal growth.

***Find out how to create your corporate charter of values with Eggup!***

**>>> Book a call**





ZUCCHETTI

**Eggup srl**

Zucchetti Group Company

VAT number IT12584791003

info@eggup.co

[www.eggup.it](http://www.eggup.it)

