

# Culture - how we work

Most of our work is asynchronous, this is the best way for people in different timezones, schedules and places to effectively collaborate. The people at Gitlab wrote [a good guide on asynchronous work](#), please go read it.

Here's some tips from Aaron

- Lean on element/matrix to start conversations about something you are inclined to "have a meeting or call" about. You'll be surprised by how much progress you can make on something without scheduling a meeting.
- Expect that progress might feel slower than having everyone in the same room at the same time.
- You need to get better at writing your thoughts and ideas out. We really very heavily on written communication to collaborate
- If you have an idea or suggestion, make use of our bookstack library and create a page for it as we discuss it.

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Revision #2

Created 20 May 2025 22:53:51 by aaron.tushabe

Updated 20 May 2025 23:08:20 by aaron.tushabe