

2500
employees

15
offices

119k+
paid customers

About Slack

Slack is a workplace collaboration hub that unites teams, information, and tools in one place for a more efficient flow of work. Slack started using Culture Amp in 2015 when they had just two offices. As Slack continues to scale up, feedback and communication are critical in maintaining their culture. We spoke with Dawn Sharifan, VP of People and Sheela Subramanian, Senior Director of Strategic Planning and Programs to learn how Culture Amp helps drive smarter people decisions.

Meet Dawn

Dawn joined Slack at 150 employees as a founding people leader. Today, Dawn oversees the people partners, people operations, organizational effectiveness, and diversity & inclusion teams. According to Dawn, "Culture Amp sits right at the center of all of these functions."

Meet Sheela

Sheela joined Slack in 2016 as the first Enterprise Marketing leader. From there, she helped build the global marketing organization and now works closely on strategic programs with Slack's CMO.

"My role today involves ensuring our team has the support and tools they need to thrive. It's hard to measure that – it's not a simple yes or no checkbox – so we use Culture Amp to measure whether we're headed in the right direction and doing our job effectively."

Key challenges

Company culture is Slack's North Star – the thread that binds together everything they do. But as Slack scaled, Dawn found it hard to maintain the same level of intimacy and communication. "When you get bigger it becomes harder to give feedback. We needed to find a way to formalize feedback and still remain personal enough to build that foundation of trust."

In the face of exponential growth, Slack needed a scalable solution to identify insights and ensure employees had the right resources to do their job effectively. Beyond the demands of rapid growth, the COVID-19 pandemic presented a new set of challenges for the Slack team to navigate.



San Francisco, United States
www.slack.com

CHALLENGE

Collecting feedback at scale while still remaining personal

SOLUTION

Using data-driven hypotheses to inform engagement strategy

RESULT

A more efficient and effective approach to people management

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Experience Freelancing On Upwork Case Study Examples In 2026 Without

David Kirk



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Upwork Success Blueprint Karna Raju , The Upwork Success Blueprint How Freelancers Win Clients and Build High Paying Online Careers is the ultimate step by step guide for anyone who wants to break free from traditional employment and build a thriving high income freelance business on Upwork Whether you are a complete beginner setting up your very first profile or an experienced freelancer looking to scale your earnings this comprehensive guide delivers the proven strategies insider frameworks and actionable systems you need to succeed in today s competitive online marketplace Authored by Karna Raju a seasoned digital entrepreneur and online earning strategist this book draws on real world freelancing knowledge to give you a genuine competitive edge Packed with over 50 pages of structured practical content the Upwork Success Blueprint covers every critical aspect of building a profitable Upwork career from crafting a client attracting profile and writing proposals that consistently get responses to mastering value based pricing delivering outstanding work and earning the five star reviews that fuel long term growth Each chapter is designed to take you from where you are today to where you want to be earning more working smarter and building a freelance business that generates real financial freedom This eBook also dives deep into advanced strategies for achieving Top Rated status scaling your income through productized services and team building managing your finances as a self employed professional and avoiding the costly mistakes that derail most new freelancers Clear chapter structures bold headings pro tips and strategy callouts make complex concepts easy to absorb and immediately applicable

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How to Freelance on Upwork: Complete Guide: How to Build a Successful Remote Work Career on Upwork and Step-By-Step Increase Earnings. Vladyslav Bondarenko, Yevhenii Zapletin, 2019-02-10 Upwork Upwork is the most popular freelance platform A lot of people from all over the world work from home on this website It is not about easy and

fast online earnings It is about professionals who work online and earn 50 per hour and more People with limited time use Upwork as a side part time job About the book Complete guide 325 pages from registration filling profile finding the first job writing a cover letter and up to building reputation increasing earnings building an agency The problem is that it s not easy to work on Upwork You should know rules guidelines have sales skills and win the competition between other freelancers to get a job You can learn everything by yourself or save time by reading several years experience of other freelancers The book is written by a freelancer who creates mobile applications for clients on Upwork and own blog and podcast about freelance from 2013 However the book contains examples for almost all professions on Upwork designers illustrators translators developers QA system administrators support managers data entry specialists virtual assistants engineers scientists lawyers sales managers writers etc The most important topics Filling in a profile Choosing a niche specialization Searching for a job Writing Cover Letter Building reputation JSS Top Rated Rules and guidelines Fees and paid features Payout methods Hourly vs fixed price This book will be interesting for next people Professionals who want to start working online from any country of the world and receive the same salary as if they worked in the USA Students office employees young parents and other people who don t have a lot of time and want to find a side part time job People who don t have any special skills for online work but want to learn something new It is possible to start freelancing from data entry jobs Freelancers who have already worked on Upwork and want to learn other experience in order to improve profile job applications increase earnings Offline company owners who want to find new clients on Upwork by building an outsource agency The book contains answers to the next questions Start How to get the first job Why does Upwork not approve a profile How can a narrow niche help earn more money How to work without special skills English How to work with bad English Google Translate Is voice communication required on Upwork Profile How to choose Title What to add to a portfolio How to pass tests How to get 100% complete profile Work process and job search How to get notifications about new jobs How to estimate time and budget for a project Why isn t it a good idea to use a template for a Cover Letter What is Cover Letter structure How to avoid disputes Reputation How to achieve 100% JSS reputation How to get Rising Talent and Top Rated badges Fixed price and hourly earnings How to protect yourself from fraud How to track time via Upwork Desktop App Why does a long term partnership help earn big money Rules How to avoid a ban What is dynamic Upwork fee Is Upwork Plus paid account required Agency How to build an agency How to withdraw money from agency account **Practical Guide Through FREELANCING** Igor

Katusic, 2020-09-10 The first ever all in one comprehensive and BS free guide to a profitable freelancing career based entirely on experience case studies and examples from practice You will learn a professional methodology of acquiring profitable freelance contracts on the world s largest platforms and through a direct cold pitch We will go through the successful registration process on Upwork step by step to pass the Upwork s rigorous vetting process using a real case study of a young man from Southeast Europe whose original application was rejected only a week earlier We are following him to

his very first job on the platform and the first top rating You ll see the entire process and confirm with your own eyes that the cover letter template provided in this guide lands a contract within days following the successful registration on the world s biggest freelancing platform even in its raw form You will see how top rated veteran freelancers are choosing jobs and how they are writing professional cover letters proposals that win contracts in 75% of the cases consistently over the past 5 years We are using screenshots of the real life examples and active practices exclusively You will gain all the necessary knowledge to organize your work from home business routine In the end you will be making as much money as you wish from the comfort of your home without a boss There s also a list of useful links necessary to start your future freelancing career Cool innit As freelancers we work whenever we want and how much we want we take breaks and vacations whenever we feel like it and make as much money as we want All from the comfort of our homes That s the reality of the modern professional freelancing It s the world in which YOU have the first and last word If you have the thing and passion for writing blogs academic works books and tutorials graphic and web design frontend backend web development illustrations sales and marketing web and mobile software development or if you want to make money asa virtual assistant for the world s renown brands freelancing is the career for you If you can t get a job or perhaps you are working but you wanna cry every time you see the paycheck and on top of that the debt is breaking through the roof due to the unpaid student loan utility bills and rent freelancing is the best solution You will even see how to open a single international bank account from your chair to charge your clients in USD EUR GBP AUD or YEN without incurring those excessive bloodsucking fees If your master s degree is in the pocket but you can t see a profitable and appealing job opportunity with Hubble freelancing is definitely a far better solution than agreeing to something crappy insulting and probably miserable Get up when you want start working when it clicks take a break when you feel like it and work from any place on this planet you prefer while earning as much as you want INSERT COIN AND PRESS PLAY *AI Freelance Freedom* N&N Digitals,2025-11-09 Turn AI into your most powerful freelance partner and build income on your own terms AI Freelance Freedom is a step by step guide that shows you exactly how to start automate and scale a freelancing business using Artificial Intelligence tools even if you have no previous experience With AI tools like ChatGPT Midjourney Canva AI Notion AI and automation platforms you can create client ready work faster and position yourself as a premium freelancer in a competitive market Inside You ll Learn How to choose profitable freelance services using AI writing design automation etc The exact prompts and systems to deliver high value client work in less time How to use AI for proposals client communication and portfolio building Where to find high paying clients Upwork Fiverr LinkedIn Cold Outreach Systems How to turn one time clients into recurring monthly income Automation workflows that let you earn more while working less Why This Book Works Beginner friendly Real templates prompts and client scripts Scalable systems not theory Designed for full time freelancers and side hustlers Whether you re a student creator or a professional looking to escape the 9 to 5 this book gives you everything you need to build a flexible

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covers Fiverr gig optimization Upwork proposal mastery LinkedIn client acquisition retainer pricing strategies and long term business management all in one place Every chapter closes with concrete action steps you can complete the same day keeping you moving forward consistently From mindset to monetization this guide has everything a modern freelancer needs to succeed Grab your free resources from author Karna Raju at rockeybhaioffer.blogspot.com and start your freelance journey today

How to Be A Successful Online Freelancing in 2026 & Beyond Course Sean Graham, 2025-12-28

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Module 7 Delivering Great Work Managing Clients Setting expectations clearly Communicating like a pro Handling revisions and feedback Dealing with difficult clients calmly Protecting your time and boundaries

Module 8 Pricing Payments Financial Stability Beginner pricing strategy that grows with you Raising rates the right way Avoiding low paying client traps Managing irregular income Simple financial habits for freelancers

Module 9 Branding Yourself as a Go-To Freelancer Personal brand vs personal ego Building trust online Content that attracts clients naturally Authority without being famous Long term positioning strategies

Module 10 Marketing Your Freelance Business in 2026 Social media strategies that actually work SEO basics for freelancers Using short form content to attract clients Influencer and collaboration opportunities Paid

ads when and when NOT to use them Module 11 Scaling Beyond Just You Productized services Monthly retainers and subscriptions Outsourcing and automation Creating repeatable income Turning freelancing into a real business Module 12 Long Term Success Freelance Freedom Avoiding burnout Planning for consistency and growth Freelancing full time vs part time Future proofing your income Designing a freelance life you actually enjoy *Freelancing Foundations* Josh Burnett, 2020-10-09 What would you give to never worry about losing your job Our world is filled with uncertainty Record breaking numbers of people have filed for unemployment and millions are struggling to make ends meet Entire industries have been sidelined by unexpected government mandates and relief programs don't begin to meet our society's needs In this era of unpredictability how can you ensure a stable income for you and your family The solution is freelancing Whether you're looking for part time supplemental income a total career makeover or merely an ace in your sleeve in case all else fails freelancing offers a solution In this book Josh will show you how to Identify the Skills You Already Have Find a Profitable Freelance Niche Effectively Market Your Talents Build a Consistent Stream of Income Create a Peaceful Work Life Balance Establish Yourself on Upwork Freelancing Foundations will walk you through each step of how to become a freelancer on Upwork from joining the platform to establishing best practices while you work from home In these chapters you'll discover What software you need to get started as a freelancer The top five Upwork myths and the truth behind them How to build a great profile and optimize it so clients can find you Secrets to writing a cover letter that will consistently get you noticed interviewed and hired How to choose the right Upwork membership type Avoid common mistakes many freelancers make This easy to read book is written in a conversational tone It features interactive exercises after each chapter so you can apply the lessons you've learned immediately Freelancing Foundations is structured to be used as a reference guide and Josh includes screenshots of what you should and shouldn't do in various areas One of the most frequently misunderstood aspects of working as a freelancer on Upwork is how the Job Success Score JSS works This is the most critical metric on Upwork and not approaching it correctly can make the difference between a successful career and failing to launch Josh commits an entire section to understanding the JSS digging into How the JSS is calculated Why you don't have one JSS you actually have three How contracts are weighted differently as they factor into your JSS Avoiding common JSS pitfalls How to overcome JSS problems when they occur Establishing an excellent Job Success Score right away The benefits of a good JSS How to keep your JSS stable After you've gotten started on Upwork the trickiest parts can be finding the right jobs picking good clients and maintaining a steady work flow A substantial portion of Freelancing Foundations is dedicated to Optimizing your job feed to discover contracts that are perfectly suited to you Using advanced search filters to eliminate jobs you don't want Knowing the difference between what a freelancer sees and a client's view How each aspect of your profile affects the way clients search for you Finally the book concludes with a section on operating successfully as a freelancer You'll learn how to Identify soft skills you should prioritize Interact with even the most difficult clients Understand the culture of freelancing Maximize

your rates and give yourself regular raises Set workdays establish working hours and create a vacation time policy Josh began freelancing as a last resort hoping to earn a bit of side cash A quarter million dollars later it's obvious this last ditch effort paid off In *Freelancing Foundations* he shows you how to do the same *101 ways to become free lancer* manvir bhogal ,2025-10-14 101 ways to Become a Freelancer Introduction Becoming a freelancer offers freedom flexibility and the chance to shape your own career on your terms No longer tied to a single employer or fixed work hours you have the power to choose projects that excite you set your own rates and build relationships with clients around the globe Yet launching a successful freelance career requires more than just talent it demands planning perseverance and professional polish In this guide you'll discover a step by step roadmap from identifying your strengths to landing clients managing projects and scaling your business sustainably

Identify Your Skills and Niche The first step toward freelancing is taking stock of your skills passions and experiences Write down everything you do well graphic design writing coding consulting or any other service Then look for a niche where demand outstrips supply Specializing in a particular industry or service such as medical copywriting Shopify development or UX research for fintech helps you stand out When you become known for a focused offering clients are more likely to find you trust your expertise and pay premium rates Clarifying a niche also makes marketing easier you speak directly to a defined audience and understand their pain points

Define Your Value Proposition and Target Market Once you choose your niche craft a clear value proposition Ask yourself Who benefits most from my service What problems am I uniquely equipped to solve How do I deliver faster or better results than competitors Your value proposition should be concise one or two sentences that convey the biggest benefit you provide Next identify your ideal client profile Are they small businesses startups agencies or busy executives Pinpoint their industry company size and typical budget With a defined target market your outreach messages portfolio examples and social media content will resonate more deeply and lead to higher conversion rates

Build Your Online Presence and Portfolio A professional online presence is essential for attracting clients Start with a simple website or portfolio platform showcasing your best work testimonials and core services Each portfolio item should include a brief case study the client's challenge your solution and measurable outcomes Use a clean layout and high quality visuals Complement your website with active profiles on platforms aligned with your niche LinkedIn for B2B consulting Behance for design GitHub for development or Upwork for general freelancing Regularly publish blog posts project updates or short tutorials to demonstrate expertise and improve search visibility Consistency signals credibility

Set Your Pricing and Service Packages Determining rates can feel daunting Research industry benchmarks and competitor pricing to find a healthy range You can charge hourly per project or on retainer For beginners hourly rates simplify billing but project based fees often appeal more to clients and reward efficiency Create tiered packages basic standard and premium each with clear deliverables and price points For example offer a blog post at three word counts and price tiers or a branding package with logo only logo plus style guide and complete brand kit Well defined packages help

clients choose quickly and reduce negotiation friction Find Your First Clients Landing initial clients often involves leveraging existing networks Reach out to former colleagues classmates or friends and let them know you re freelancing Offer a small discounted pilot project in exchange for feedback and testimonials Simultaneously explore online marketplaces like Upwork Freelancer or specialized job boards Craft personalized

Diana's Freelance Tips Diana Marinaova,2016-12-06 An insider s take on how to break into the Upwork market If you are a freelancer hoping to break into the Upwork job market this book will save you hours of browsing through free blog posts and forums You might be thinking why pay for this information when with a little diligence I can find this info all over the web Here s why 1 This author has managed to build a quite successful translate lucrative career on Upwork way back when it was still oDesk and Elance She knows that ins and outs of this platform 2 She s been on both sides of the equation hiring people herself and pitching and winning major bids for projects and contracts 3 There are many things that you only learn after years and years of working through this platform and she s privy to most of this knowledge Now you can benefit from her experience I ve known people who ask me for advice on how to get started on Upwork These days instead of giving them a lengthy explanation I just email them a link to this e book it has everything they need to know and more Chrystina and Brian Amazon Customer It was an AWESOME book starting a freelance career Thanks Diana for this COOL info Would recommend every Freelance beginner reading this book before starting and along the way I have got a lot from this book and have started from scratch on Upwork it does help you create your first base ground to launch a successful freelance business Amazon Customer What I liked the most about the book is that it motivates and inspires you The author gives you some homework and you will appreciate the value of the book right at the moment you start doing the first homework Ilian Yankulov Freelancer Project Manager working remotely for a Danish Digital Agency This book is the direct result of Diana Marinaova s extensive experience as a freelance marketing consultant and the many questions she receives on a daily basis from the fellow freelancers who read her blog What experience you ask She has completed more than forty freelance projects She is a top rated freelancer on Upwork formerly oDesk with 6 500 paid hours and even more if counting the hours spent working on fixed price jobs Clients continuously rate her work with the maximum review rating of five stars Today she fully enjoys the freelance lifestyle traveling the world while making a good living working online Her market rates range from 40 per hour for hourly jobs all the way up to 100 per hour when working on fixed price projects And she sure made a lot of mistakes early on in her freelance career for example she was selling herself short when working for as low as 7 per hour during the first few months Don t make rookie mistakes when you can learn from hers Download the sample of the book and see what s in it But be warned this book is not a silver bullet for success You have to roll up your sleeves and work hard to achieve your goals If you are committed to succeed this book is everything needed to kick start your freelance practice on Upwork formerly oDesk Diana tells her story while also walking you through all the steps needed to lay a solid foundation for your freelance business on Upwork In the end of each chapter

she includes action items as well as homework assignments to help you put all tips in practice right away Have a look inside to see the Table of Contents and the first couple of book sections

Freelance Riches: How I Made My First \$5,000 Online in 30 Days inkquesto,2025-08-20 Freelance Riches How I Made My First 5 000 Online in 30 Days Are you ready to start earning real money online work from home and build a freelance career that fits your lifestyle Whether you re a student housewife retired professional or anyone looking to create a side income this book is your ultimate step by step guide to unlocking the world of freelancing Inside Freelance Riches you ll discover Proven strategies to land high paying freelance clients even if you have no prior experience Step by step methods to create winning proposals and gigs on Fiverr Upwork Freelancer and more Insider tips to avoid common mistakes that keep beginners stuck Actionable techniques to scale your freelance business and increase your rates Time tested methods to build multiple streams of online income and achieve financial freedom This book doesn t just give theory it gives practical real world examples that you can implement immediately By following the simple steps outlined you ll gain the confidence skills and knowledge to start earning money online and build a sustainable freelance career Why This Book is Perfect for You Students Learn how to earn extra income while studying Housewives Discover flexible freelance opportunities that can fit around your schedule Retired Professionals Explore new ways to stay productive and earn from home Work From Home Seekers Start earning online without commuting or office constraints Whether you re starting from zero or looking to scale your freelance business Freelance Riches will guide you from your first client to financial freedom Start your journey to financial independence today grab your copy and unlock the secrets to earning 5 000 online in just 30 days

AI Freelancing 101 Ernie Braveboy,2024-03-09 Dive into the future of freelancing with *AI Freelancing 101* the ultimate guide for ambitious individuals ready to harness the power of artificial intelligence to transform their careers Whether you re a complete novice in the tech world or a seasoned professional looking to pivot into a lucrative niche this book is your comprehensive roadmap to achieving a six figure income through AI freelancing Crafted with beginners in mind *AI Freelancing 101* demystifies the complexities of artificial intelligence making it accessible and actionable for anyone with a drive to learn and succeed This isn t just another tech manual it s a blueprint enriched with real world strategies step by step tutorials and insider insights that will catapult you from beginner to in demand AI freelancer Inside You ll Discover AI Fundamentals Grasp the basics of AI and machine learning understanding how these technologies are revolutionizing industries and creating unprecedented opportunities for freelancers Skill Acquisition Follow a carefully curated learning path that guides you through acquiring the most sought after AI skills from natural language processing to data analysis without overwhelming you with technical jargon Market Analysis Learn how to identify the most lucrative AI freelancing opportunities understand market demand and position yourself in niches where you can command top dollar for your services Building Your Brand Master the art of personal branding and online presence to stand out in a crowded marketplace Discover how to showcase your skills attract high value clients and

build a reputation as a go to AI expert Practical Projects Get your hands dirty with real life project examples and case studies that not only enhance your portfolio but also boost your confidence in applying AI solutions to solve complex problems Winning Clients Unlock proven strategies for landing your first clients negotiating contracts and setting rates that reflect the value you bring to the table Scaling Your Business Learn how to transition from solo freelancer to running a thriving AI consultancy leveraging your initial success to build a sustainable high income business Why AI Freelancing 101 Is a Must Read No Previous Tech Experience Required This book is designed to take you from zero to hero regardless of your background Actionable Advice Every chapter is packed with actionable advice practical tips and resources to ensure you can apply what you learn immediately Future Proof Your Career AI is not just a trend it s the future By mastering AI freelancing you re not just securing your next job you re future proofing your career AI Freelancing 101 is more than a book it s an investment in your future With AI continuing to shape our world there s no better time to leap into this exciting field and carve out a successful fulfilling career Grab your copy today and take your first step toward a six figure future in AI freelancing

Freelancing for Journalists Lily Canter,Emma Wilkinson,2020-07-22 Freelancing for Journalists offers an authoritative practical and engaging guide for current and aspiring journalism freelancers exploring key aspects of the role including pitching a story networking branding and navigating freelance laws and rights Featuring case studies from experienced freelance journalists working in the UK US Asia and Australia the book addresses the evolving media landscape and provides valuable tips on how to become established as a successful journalist across a variety of platforms The authors also explore practical aspects of the trade including tips for setting up a business managing tax and legal issues getting paid and earning additional income in related sectors This book is an invaluable resource for both students and professionals who are interested in taking the next step into freelance journalism work

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