

**Hiring & scaling
teams at early stages**

zomementum

**Generic advice
is usually true**



**Why should you
join a startup?**



**How do you
validate intent?**



A hand holding a red eraser is positioned on the left side of the image, against a dark green chalkboard background. The eraser is red and has a textured, ribbed surface. The hand is light-skinned and is holding the eraser in a way that suggests it is about to use it to erase something from the board. The chalkboard itself is dark green with some faint, white chalk marks visible in the upper left corner.

Mistakes I've made

~~FEAR~~





**Hire the best
recruiter**



Team building post PMF



How to think about firing





Rückblick