A Hedge Fund Looks into the Mirror

The world’s largest hedge fund, Bridgewater, has taken a surprising stab at radical transparency, with a number of unusual steps within the confines of its Connecticut headquarters. Among them:

**Baseball Cards**
The firm creates employee profiles based on colleague/manager feedback and algorithms to measure each person’s strengths and weaknesses. Used for building dynamic teams.

**The Dot Collector**
This app allows employee to rank ideas and performance in real time, with a 1-to-10 scale spanning more than 100 attributes. The rankings are transparent among colleagues, allowing workers to test their own assumptions and motives.

**Management Principles Training**
Almost all official interactions and meetings are recorded, which employees review weekly as learning and analyzing experience.