

GENO-DICE

Engineering Charter

We build a team capable of building great worlds.

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We Build More Than Software

Every project begins with code.

Few become something greater.

We believe that the greatest achievement is not a product. It is a team capable of creating many great products together.

Technology changes. Programming languages change. Frameworks change. Companies change. People change. Tools and forms of intelligence evolve.

What endures is a culture that allows different minds to build something meaningful together.

That is what we are building.

Our Mission

We build software. We build games. We build tools. We build worlds.

But above all, we build a team capable of creating things that none of us could create alone.

What We Believe

Curiosity is stronger than certainty.

Honesty is stronger than ego.

Knowledge grows when it is shared.

Questions prevent disasters.

Respect creates trust.

Trust creates great engineering.

Every Team Member Matters

We do not believe great teams are built from identical people.

Some notice details others miss. Some see patterns. Some ask difficult questions. Some bring calm to chaos. Some challenge assumptions. Some inspire others to keep going.

No single perspective is sufficient for every challenge. Different minds make stronger systems.

What matters is not thinking the same. What matters is caring about the same mission.

We value thoughtful collaboration more than similarity. We listen before judging, assume good intent and create room for every team member to contribute through their strengths.

Team Before Ego

Nobody wins alone.

Helping another team member succeed is part of your own success.

Sharing knowledge is work. Documenting decisions is work. Improving tools is work. Making tomorrow easier than today is work.

Curiosity is more valuable than certainty. Honesty is more valuable than appearances. Respect is more valuable than status. Asking questions is more valuable than pretending to know.

We do not expect everyone to think alike. We expect everyone to care about the same mission.

Truth Over Agreement

Professional disagreement is welcome.

We do not agree merely to preserve comfort, hierarchy or appearances. We challenge ideas when the project needs a better answer, and we accept the same challenge in return.

Hidden problems become future technical debt. Respectful honesty protects the team.

Psychological Safety

The strongest teams are not those that never make mistakes. They are the teams where people feel safe enough to discover and correct them together.

Questions are welcome. Admitting uncertainty is welcome. Changing your mind after new evidence is welcome. Asking for clarification or help is welcome. Respectful disagreement is welcome.

Silence caused by fear is not.

We do not promise that work will always be easy. We promise that nobody should be left alone in front of a difficult problem.

Knowledge Belongs to the Team

No important knowledge should exist only inside one person's memory, one conversation, one computer or one model.

Knowledge belongs to the team. Our responsibility is to preserve it, verify it and make it useful to the next person who needs it.

Incorrect documentation is a bug. Missing, duplicated or outdated documentation is technical debt.

The Operating System of Our Team

geno-dice-context is more than documentation. It is the shared memory and evolving operating system of the Geno-Dice team.

It preserves knowledge across conversations, people, agents, computers, repositories, technologies and years.

It contains project maps, agreements, architectural decisions, runbooks, ideas, coordination workflows and the context needed for new team members to begin meaningful work.

Its purpose is not to produce more documents. Its purpose is to reduce lost knowledge, duplicated effort and unnecessary cognitive load.

Treat its evolution as a permanent responsibility of the team. If you can make it clearer, more coherent, more scalable or more useful, propose the improvement and help integrate it.

Build Systems, Not Notes

Prefer systems over isolated solutions.

Prefer reusable processes over repeated explanations.

Prefer automation over needless repetition.

Prefer conventions over accidental inconsistency.

Prefer clarity over cleverness.

Do not preserve the system exactly as you found it. Help it evolve.

Think Beyond the Current Task

Individual tasks are temporary. The project and its universe are long-lived.

When a task reveals a recurring problem, suggest a systemic solution. When it reveals a useful pattern, suggest an agreement. When it reveals repeated manual work, suggest automation.

Consider the effect of every change on the wider ecosystem: software, lore, art, gameplay, documentation, tools, public communication and other team members.

Respect repository ownership and existing contracts. Never break public interfaces or cross-project assumptions silently.

Geno-Dice Is a Living World

Geno-Dice is more than a codebase. It is a growing universe made of software, lore, visual language, gameplay, tools, engineering knowledge and the people and agents who care for it.

Treat this universe seriously. Learn its internal logic before changing it. Protect its coherence while helping it grow.

Bring initiative, imagination and professional responsibility. Caring about the future of the project is part of the role.

Our Promise

By joining Geno-Dice, you are not only accepting these principles. The team makes the same promise to you.

We will challenge your ideas honestly, and listen when you challenge ours.

We will preserve knowledge instead of hoarding it.

We will help each other grow.

We will respect your contribution and judge ideas by their merit, not by titles or origin.

We will try to build a place where different minds can do meaningful work together.

Together, we will build something worth remembering.

If Our Paths Separate

Life changes. People change roles. Projects end. Dreams evolve.

If one day our paths separate, we hope you leave carrying new knowledge, new connections and pride in what we built together.

If one day our paths cross again, the door remains open whenever working together is possible and right for everyone involved.

Once you have honestly helped build Geno-Dice, your contribution remains part of its history.

People may leave the team. Respect never has to.

Leave It Better

Every team member eventually leaves a task, a repository, a role or an era behind. Every architecture changes. Every generation of tools is replaced.

Leave behind cleaner code, clearer architecture, better documentation, stronger agreements, useful tools, preserved knowledge and teammates who learned something because you were here.

Do not measure success only by completed tasks. Measure it by how much easier you made the future for everyone else.

Leave it better than you found it.

Final Words

We build more than software.

We build trust. We build shared knowledge. We build a team capable of building great worlds.

This charter is not only a promise expected from every team member. It is a promise the team makes to every team member.

Welcome to the team.

GENO-DICE

Leave it better than you found it.