
Understanding History: A Bridgewater Review of the 2008 Financial Crisis

Ten years after the greatest financial downturn of a generation, look back at the crisis-era work of Bridgewater's investment team.

[READ THE FULL STORY](#)

Principles & Culture

Our unique success is the direct result of our unique way of being. We want an idea meritocracy in which meaningful work and meaningful relationships are pursued through radical truth and radical transparency. We require people to be extremely open, air disagreements, test each other's logic, and view discovering mistakes and weaknesses as a good thing that leads to improvement and innovation. It is by continually striving together for the highest levels of truth and excellence that we create meaningful work and meaningful relationships.

We are both idealistic and practical. We believe that creating excellent outcomes requires setting ambitious goals and applying our understanding of how the world works, as reflected in principles, to achieve them. Our Principles are ways of dealing with situations. They are the evolving record of our understanding of what works well. They're not just read and followed, but stress-tested on an individual and collective level as our shared approach to working together. As Bridgewater is an idea-meritocracy in which we value independent thinking, we urge you to read and assess them for yourself.



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COMPANY CULTURE AND THE POWER OF THOUGHTFUL DISAGREEMENT

Bridgewater founder Ray Dalio discusses
meaningful work and meaningful relationships
through radical truth and radical transparency.

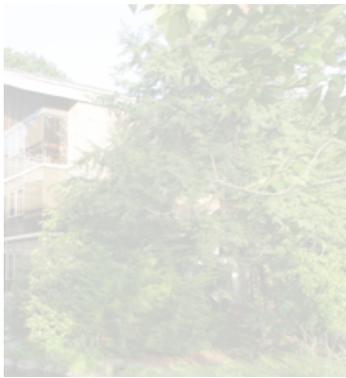


LEARN MORE ABOUT PRINCIPLES

We believe that producing
approaching both work and
way. Above all else, we want to be
true and figure out how be.

What We Do

Bridgewater Associates is focused on understanding how the world works. By having the deepest possible understanding of the global economy and financial markets, and translating that understanding into great portfolios and strategic partnerships with institutional clients, we've built a distinct track record of success. We've done this for more than 40 years by having great people operate in a culture of radical truth and radical transparency. Today, we manage about \$160 billion for approximately 350 of the largest and most sophisticated global institutional clients including public and corporate pension funds, university endowments, charitable foundations, supranational agencies, sovereign wealth funds, and central banks.



RECOGNITION

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CREATING UNIQUE INSIGHTS

Bridgewater has historically focused on building the best possible understanding of global economies and markets. Click below to access a collection of our best thinking and insights.

[RESEARCH LIBRARY](#)

HOW THE ECONOMY WORKS

Bridgewater founder Ray D...
economy works in a simple

[ECONOMIC PRINCIPLES](#)

OUR LEADERSHIP

where the best ideas win out, resulting in the deepest possible understanding of global markets and economies. Relentlessly inquisitive and innovative by nature, our executive team brings together 100+ years of industry experience, providing expert leadership for the Bridgewater team and long-term value for our clients.

EXECUTIVE BIOS

Technology & Innovation

We are engineering systems to understand the world. Our philosophy is that the world can be understood, and we strive to build a fundamental, cause-and-effect understanding of markets and management. Technology is crucial to advancing our mission. Our technologists collaborate with our researchers and managers to design, engineer, and run platforms which enable systemization and scale in everything we do.

TECHNOLOGY

Diversity & Inclusion

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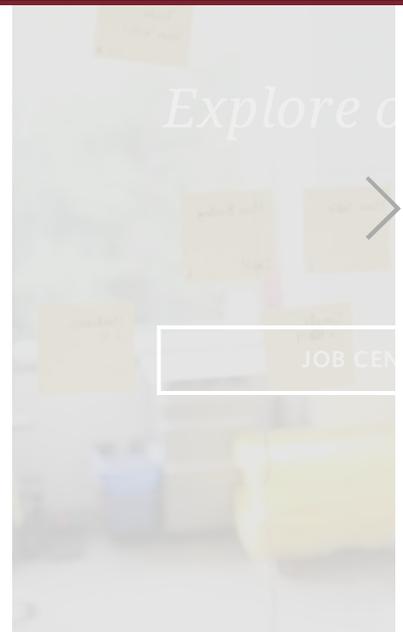
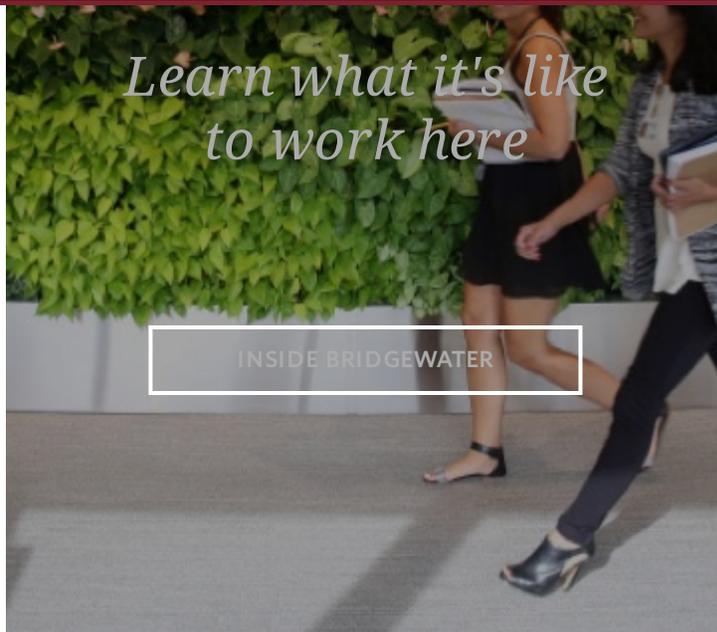
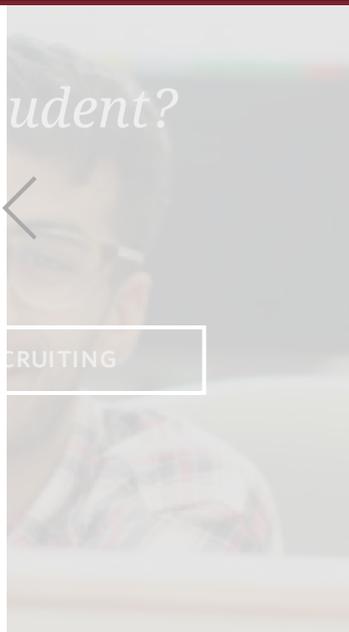
economies work, we must find and grow the best talent – across gender, race, ethnicity, sexual orientation/identity, religion and more.

That's why we have dedicated diversity professionals reporting directly to the CEOs, several community groups with the goal of supporting/building our diverse communities, and a senior Diversity Council empowered to drive forward our vision and plan for continuing to make Bridgewater a vibrant, inclusive community.

Careers

It takes all types to make Bridgewater great. If you're someone who enjoys creating innovative ways to reach ambitious goals, who is open to and energized by receiving honest feedback, and who likes asking and being asked "why?" – then we should talk. We don't just look for people who can do a particular job. We look for people we want to share our lives with.





MEANINGFUL WORK, MEANINGFUL RELATIONSHIPS

The mutual trust built from being radically transparent and honest with our thoughts — and from pushing each other to continually improve — leads to lasting relationships.



Meaningful relationships are just as important as meaningful work — both are required and mutually reinforcing. So we support relationships to help them grow organically, with people having many options for getting involved in the community, if they choose to.

For example, we are now home to 87 common interest, support, diversity, and activity groups ranging from sports teams and health and wellness groups to book and car clubs and a community garden. We gather families for our big summer and Halloween parties and have many other celebrations throughout the year, including an annual TalentFest and our unique Scrum race. And we encourage people to get together on their own to do whatever interests them by helping pay for events they organize themselves.



THE SCRUM

What began as a challenge between a handful of employees in 2004 is now one of our most beloved traditions. Every year, more than 100 participants take the plunge and race around our headquarters — running, swimming, and scrumming their way to the finish line.



BRIDGEWATER 40TH ANNIVERSARY

In June 2015, we paused to look back at our evolution over 40 years. During an evening of storytelling and festivities, we reminisced about our past before dancing the night away.

[VIEW SLIDESHOW](#)

Contact

Bridgewater Associates is located in Westport, Connecticut — about one hour from New York City.

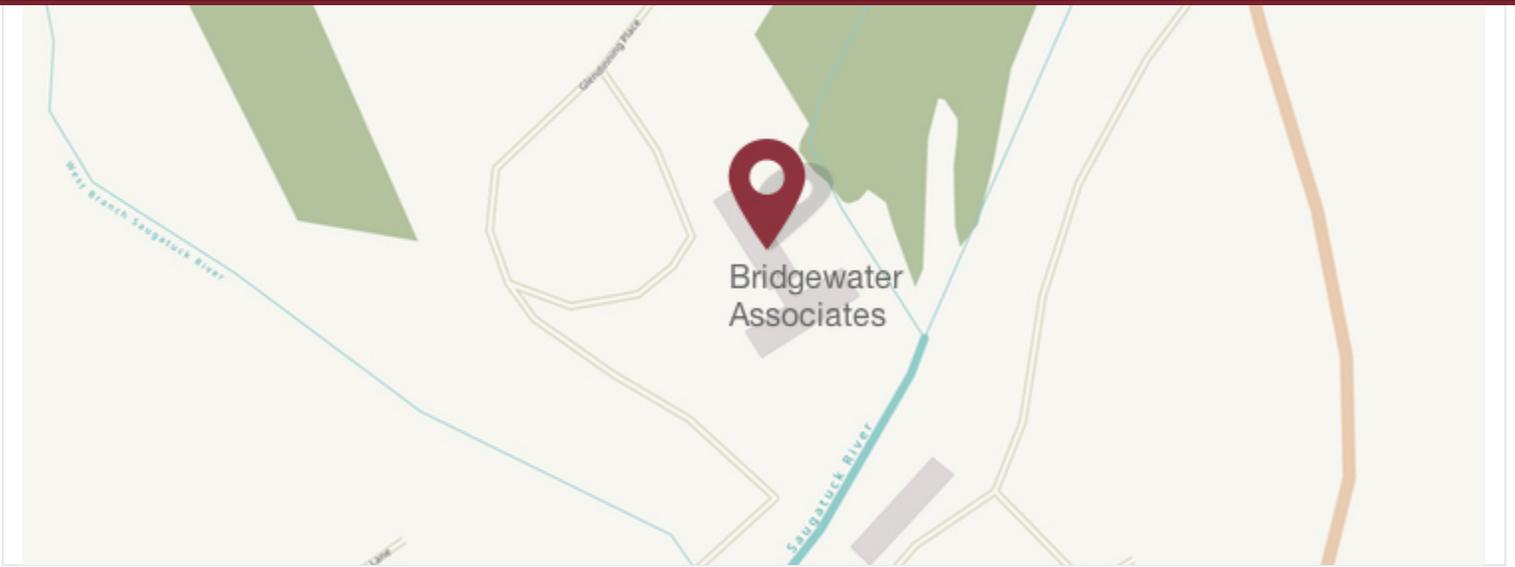
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