



Winning Attributes

Vital Attributes

Requirements to Join and Remain with the Company

- I. **Energy** – (Self) Mentally and physically fit for duty, with a sense of excitement for what we do and enjoyment in what we are building here. (Others) An ability to evoke energy in one's coworkers.
- II. **Edge** – A sense of urgency and relentless resolve in making things happen; a desire above all things for the company to win.
- III. **Engagement** – Possessing drive, focus, responsiveness, and never thinking, "that is someone else's problem."
- IV. **Excellence (in Execution)** – Acting on plans, delivering on commitments, being exceptional for its own sake, and proficiently executing with predictability and order.
- V. **Empowerment** – In oneself, though continuous professional enhancement and personal development; to achieve a meaningful work experience and elevated intellect. In others, by sharing knowledge, wisdom and skills, which gradually builds strong, trusted employee leaders with ever greater autonomy.

Leadership Attributes

Expectations for How to Thrive with the Company

- I. **Humility** – Give credit to the team; remember that no one knows it all, so ask for help.
- II. **Personal Accountability** – Admit mistakes, learn from them, and share your takeaways with others to prevent them from happening again.
- III. **Team Centered** – Build the team, develop the team, mentor the team, inform the team, collaborate as a team, execute as a team.
- IV. **Emotional Intelligence** – Self-awareness, self-regulation, social skills, empathy, perception, and the ability to foster motivation.
- V. **Fanatical Discipline (in Execution)** – Follow the rules and follow the plan; be willing to get your hands dirty to make things happen – no excuses.
- VI. **"Embrace Collaborative Change"** – Practice tactful, professional candor to bring about change. Use the appropriate form of communication for the situation. Work effectively with anyone in the organization, regardless of personality differences, to clear a pathway to company success.