

## ONE ENERGY'S CORE VALUES

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|  RESPONSIBILITY |  IMPACT          |
|  JUDGEMENT      |  INNOVATION      |
|  SELFLESSNESS   |  COMMUNICATION   |
|  CANDOR         |  QUALITY         |
|  PASSION        |  INQUISITIVENESS |

### RESPONSIBILITY

- You understand the concept of responsibility
- You embrace and accept blame and learn from mistakes
- You understand the immense responsibility you have to our customers, investors, communities, and team members
- You can be trusted
- You honor your commitments
- You are courageous

### JUDGEMENT

- You can identify and articulate risk in all its forms
- You make great decisions for One Energy
- You can explain why you made your decisions
- You make tough decisions without excessive agonizing
- You take smart risks
- You think strategically

### SELFLESSNESS

- You seek what is best for One Energy (rather than yourself or your group)
- You are humble when searching for the best ideas
- You make time to help colleagues
- You share information openly and proactively

### CANDOR

- You are known for honesty and directness
- You only say things about fellow employees you would say to their face
- You are honest about your mistakes and shortcomings

- You are honest about One Energy's mistakes and shortcomings
- You question actions inconsistent with our values
- You ask for help when you need it

## **PASSION**

- You inspire others with your thirst for excellence
- You care intensely about One Energy's success
- You celebrate wins (yours, your team's, One Energy's)
- You are persistent
- You believe One Energy is doing *something grand*
- You tell our story and can explain our vision in your own words

## **IMPACT**

- You accomplish an incredible amount of important work
- You consistently demonstrate strong performance
- Your colleagues rely upon you
- You focus on great results rather than on process
- You exhibit bias-to-action, and avoid analysis-paralysis
- You are consistently able to deliver solutions

## **INNOVATION**

- You re-conceptualize problems to discover practical solutions
- You challenge everything
- You eliminate complexity
- You are an inventor

## **COMMUNICATION**

- You are a professor, not a salesman
- You are concise and articulate in speech and writing
- You encourage and respond well to different points of view
- You calmly accept constructive confrontation
- You enthusiastically educate others
- You are approachable

## **QUALITY**

- You learn from new processes and continually improve on past work
- You identify and eliminate waste in all its forms



- You can distinguish between short-term acceptable solutions and long-term needs
- You identify root causes when solving problems
- You never settle for industry standard

### **INQUISITIVENESS**

- You learn quickly and eagerly
- You seek to understand our strategy, market, customers, and suppliers
- You are driven to be an expert in your core field
- You vigorously pursue knowledge both inside and outside your job
- You are an asset on a team for the “unknown problem”