



ne Irvine

ONE TEAM • ONE FOCUS • ONE IRVINE



- a. Consistently put the needs of the team ahead of individual self-interest
- b. Be slow to seek attention for individual contributions to team results
- c. Share credit, and define success collectively rather than individually
- d. Don't think less of yourself, but instead... think of yourself less

- a. Stay curious and be obsessive in understanding our customers and our business
- b. Demonstrate and build functional and technical capacity
- c. Deliver outstanding results by making sound decisions utilizing facts and data
- d. Ensure process discipline, while also embracing a continuous improvement philosophy



- a. Communicate clearly, concisely, and candidly
- b. Work hard, and hold ourselves accountable for our role in the delivery of results
- c. Set high expectations and ensure that our plans take an enterprise-wide view
- d. Do the right thing, and stay resilient

- a. Display good judgement and intuition about group dynamics
- b. Understand the impact that individual words and actions have on the broader team
- c. Include everyone by respecting, listening, helping, and appreciating others
- d. Enjoy the journey and have fun, but never at the expense of others

- a. Believe that skilled and motivated people working together can achieve greatness
- b. Deal positively with our operational, community, and business realities
- c. Show initiative and courage while staying enthusiastic about our people and work
- d. Have a can-do, find-a-way attitude

