

# GUIDING PRINCIPLES



## FOSTER COLLABORATION

We respectfully engage others across the entire organization, leveraging our diverse strengths to achieve clearly defined goals. By volunteering solutions and working together, we accomplish more.



## DRIVE TRANSPARENCY

We communicate to empower action. We engage with one another by active listening and seeking to understand. By doing so, we drive ownership and respect.



## EXEMPLIFY TRUST

We build relationships that exhibit consistent behaviors of respect, transparency, and honesty. This creates an environment of trust, where we are recognized for our contributions and empowered to acknowledge mistakes and offer solutions.



## CHAMPION INCLUSION

By acknowledging, understanding, and respecting our differences, we combat biases and practice inclusiveness. Our diverse backgrounds aid in achieving our organizational goals.



## EMPOWER TO DELIVER RESULTS

We deliver results by assuming ownership, accountability, and responsibility for accomplishing goals or objectives. We engage colleagues to offer solutions and expertise, to build cross-functional team relationships, and to exemplify the willingness and energy to exceed expectations.