

# CORE VALUES OF VISIONAIRE, INC

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## **SPEED**

- You are consistently demonstrating job performance and executing on time
- Ability to prioritize work based on business needs
- Prompt and responsive to internal and external customers
- Exhibit bias-to-action, avoid analysis-paralysis



## **CREATIVE WORK ENVIRONMENT**

- We make informed decisions based on people, technical, business and creativity
- Think strategically with the ability to effectively communicate a plan
- We challenge prevailing assumptions when warranted, and suggest better approaches/solutions



## **MUTUAL RESPECT**

- We treat people with respect
- Maintain calm poise in stressful situations
- Sound listening, react with thoughtfulness so you can better understand



## **CONTINUOUS IMPROVEMENT**

- Create new ideas to drive efficiencies
- Reconceptualize challenges to discover best solutions to difficult problems
- Demonstrate dependability and consistency with colleagues



## **HONESTY AND INTEGRITY**

- Do as you say, and say as you do
- We do not over promise and underdeliver
- Provide constructive feedback real time
- We are quick to admit mistakes and learn from those opportunities



## **FACT BASED DECISION MAKING**

- Ability to understand our strategy, market, customers and suppliers
- We hold ourselves and others accountable to our values
- Concise and effective communication both verbal and written



## **GENEROSITY**

- Be a resource and contribute to your colleagues
- We share information openly and proactively
- Freely give of yourself outside of the company



## **FUN WORKPLACE**

- Own your development & growth
- Celebrate Wins
- We contribute positively to our social environment