



CLIMACELL

TEAMMATE INDICATORS

HOW TO KICK ASS AT CLIMACELL

**CLIMACELL'S MISSION
DEMANDS A CULTURE
OF SPEED WITH QUALITY.**

**OUR SUCCESS DEPENDS
ON THAT CULTURE.**

**THAT CULTURE DEPENDS
ON YOU.**

CULTIVATE A GROWTH MINDSET

Aim high. Remember you influence events and outcomes, even in challenging circumstances.

Think positively, make the best of each situation, and assume people have good intentions.

Seek feedback actively, and learn and improve from it, regardless of where it comes from.

Provide others with constructive and actionable feedback that will support their growth.

Aspire for excellence in everything you do. Your work changes lives.

Show courage. Take risks. Be vulnerable.

Set aggressive goals and achieve them.

PUT WORK AHEAD OF EGO

We all have an ego. Let work drive yours, rather than let it drive your work.

No bullshit, no hidden agenda. Speak directly, and respectfully, with others.

Never assume a job is "too big" or "too small" for you.

Keep the company's best interests in mind; make the tough decisions.

Be open about mistakes. Don't think in terms of blame and fault.

Take responsibility, learn, and improve.

BE A PARTNER

Embrace a leadership mindset, as CEO of your domain. You are the company.

Share that leadership. Support others to form a winning team.

Be accountable for your deliverables. Build trust through integrity.

SHOW CAN-DO SPIRIT

Focus on what you can do, not the limiting circumstances.

Identify problems and develop solutions. Be proactive.

Speak up, and keep it positive and constructive.

STAY NIMBLE

Move quickly, look for quick wins. Intelligently adjust processes to meet deadlines.

Respond on time to your colleagues. Don't be the drag.

Work with energy.

SHOW PASSION

Inspire others with your thirst for excellence: employees, customers, candidates, investors, and the community.

Be proud and passionate about what you do, and do it with Joy! Emotional contagion is real.

Forget "the box." Look for solutions far outside your comfort zone.

Be Bold! A disruptive company needs a disruptive team.

CARE ABOUT OTHERS

Be kind and respectful to others; life is about relationships.

Have worthy goals, and make a positive impact on your team, customers, business partners, and industry.

Look after each other; help others succeed.

Share information and experiences with your colleagues, this is what successful team members do.

BE THE EXPERT

Master your domain: stay up to date and learn new things every day.

Know how to get to the best answers for any professional question.

Know industry best practices and utilize them.

Set your internal quality bar high.