

# BAR Construction Co., Inc – Points of Culture

## 1. Commitment:

I give myself and everything I commit to 100% until I succeed. I am committed to the Vision, Mission, Culture and success of Bar Construction Co., Inc. and its current and future team.

## 2. Accountability:

I am truly responsible for my actions and outcomes and own everything that takes place in my work and in my life. I am accountable for my results and I know that for things to change, first I must change.

## 3. Integrity:

I always speak the truth. What I promise is what I deliver. I only ever make agreements with myself and others that I am willing and intend to keep. I communicate potential broken agreements at the first opportunity, and I clear up all broken agreements immediately.

## 4. Excellence:

Good enough isn't. I always deliver products and services of exceptional quality that add value to all involved for the long term. I look for ways to do more with less and stay on a path of constant and never-ending improvement and innovation.

## 5. Communication:

I speak positively of my fellow team members and of Bar Construction Co., Inc. in both public and private. I speak with good purpose using empowering and positive conversation. I never use or listen to sarcasm or gossip. I acknowledge what is being said as true for the speaker at that moment and I take responsibility for responses to my communication. I greet and farewell people using their name. I always apologize for any upsets first and then look for a solution. I only ever discuss concerns in private with the person involved.

## 6. Growth:

I learn from my mistakes. I consistently learn, grow and master so that I can help my fellow team members learn, grow and master too. I am an educator and allow my team members to make their own intelligent decisions about their future remembering that it is their future. I impart practical and useable knowledge rather than just theory.

## 7. Faith:

I am a person of Faith. I feel that Faith is just as important as the air that we breathe. While the oxygen in the air nourishes the mind and body, faith, I feel, nourishes the heart and soul. It is the energy that courses through every single fiber and cell within our beings. I believe that it is the fundamental foundation of our existence.

## 8. Teamwork:

I am a team player and team leader. I do whatever it takes to stay together and achieve team goals. I focus on cooperation and always come to a resolution, not a compromise. I am flexible in my work and able to change if what I am doing is not working. I ask for help when I need it and I am compassionate to others who ask me.

## 9. Balance:

I have a balanced approach to life, remembering that my spiritual, social, physical and family aspect are just as important as my financial and intellectual. I complete my work and my most important tasks first, so I can have quality time to myself, with my family and also to renew.

## 10. Fun:

I view my life as a journey to be enjoyed and appreciated and I create an atmosphere of fun and happiness so all around me enjoy it as well.

## 11. Systems:

I always look to the system for a solution. If a challenge arises, I use a system correction before I look for a people correction. I use a system solution in my innovation rather than a people solution. I follow the system exactly until a new system is introduced. I suggest system improvements at my first opportunity.

## 12. Gratitude:

I am a truly grateful person. I say thank you and show appreciation often and, in many ways, so that all around me know how much I appreciate everything and everyone I have in my life. I celebrate my wins and the wins of my team. I consistently catch myself and other people doing things right!