



PJWS Leadership Principles

- **Ownership:** We look for those that want ownership of projects, processes, or areas. They don't wait to pick things up when nobody else has picked it up yet. Whatever they pick up, they see it through to completion because it's within them to do so.
- **Attention to detail:** Our employees recognize that attention to detail not only leaves a big impression on others, but is often a subtle, yet key differentiator in success. We take the time to do it right the first time.
- **Empathy:** We put others first and treat them as we would want to be treated.
- **Lead by example:** Irrespective of position or title, our best get their hands dirty, often literally. Titles do not define us, nor do they impact our ability to lead.
- **Adaptable:** We are cross functional and adaptable. We can move into new roles or new situations, and adapt.
- **Integrity:** We value honesty. We do the right thing when others aren't looking.
- **Accountable:** We do what we say and follow through. Talk is cheap and so are excuses. We value action and results.
- **Expectations:** We strive to exceed expectations and as a result, we expect a lot from each other. Anything less would be a compromise as to what great people can and should achieve.
- **Motivation:** A paycheck is why we need to come to work, but what drives us each day is more than our paycheck. What drives us is the impact to our co-workers, our community, and the world.
- **Effort:** There is no substitute for hard work.
- **Continuous Improvement:** We are always looking for a better way. We strive for what is simple, creative, and cost effective. We aim to be different from the status quo solution. We are constantly working on widening our competitive moat.