

Clickstop

To create a business that is sustainable, enjoyable, and provides opportunity for those who seek it.

THINK
BIG &
MAKE IT
HAPPEN

PROMOTE
A WINNING
TEAM
SPIRIT

MAKE
TIME FOR
FUN &
FAMILY

EXPECT
GREATNESS
IN YOURSELF &
INSPIRE
IT IN OTHERS

COMMUNICATE
OPENLY WITH
CONFIDENCE
& RESPECT

BE
ADVENTUROUS
EMBRACE
& **DRIVE**
CHANGE

Clickstop Core Values

Courageous

- You respectfully say what you think, even if it's controversial.
- You lobby for your ideas, but seek consensus and resolution for progress.
- You tactfully question actions inconsistent with our core values.
- You embrace constructive criticism, and respectfully provide feedback to others.
- You take educated risks and own their success or failure.
- You contribute effectively outside your area of expertise.

Strategic

- You seek to understand strategy, market, customers, and suppliers.
- You understand the ripple effect of your decisions on profitability.
- You pursue new ideas and effectively communicate their significance.
- You are aware of how your job performance directly impacts our customers.
- You use hard data to validate theories before making recommendations.

Impactful

- You have a can-do attitude and avoid analysis paralysis.
- You can accomplish amazing amounts of important, relevant work on time.
- You consistently perform at high levels, focusing on great results.
- You responsibly complete tasks on time.
- You see what needs to be done and take ownership to make it happen.

Enthusiastic

- You inspire greatness in others with your expectation of excellence.
- You care intensely about Clickstop's success and make time to celebrate.
- You have an optimistic, hopeful view of the future.
- You believe in and trust your coworkers.
- You consistently offer encouragement to your teammates.

Decisive

- You can wisely articulate what you are trying to do.
- You separate what must be done well now and what can be improved later.
- You make tough decisions without second guessing them.
- You re-imagine situations to discover best solutions to challenges.
- You approach decisions regarding people, tactics, and business objectively.

Communicate

- You are a great listener and ask thoughtful questions, seeking to understand others.
- You are concise and articulate in your communication, written and spoken.
- You treat people with respect at all times.
- You remain calm, communicable, and approachable in stressful situations.
- You wisely seek other's experience and intellect to find the best solutions.

Responsible

- Your coworkers know you are reliable, honest, and trustworthy.
- You have an honest awareness of yourself, your relationships, and performance.
- You are aware of how your attitude and emotions affect others.
- You don't offer excuses; you don't accept them.
- You reflect on your past performance; learning, improving and growing.
- You know and utilize your strengths, and those of your team.

Opportunistic

- You collaborate and proactively share information.
- You adapt quickly to changes in company structure, market trends, technology, etc.
- You minimize complexity, keeping us nimble.
- You see challenges as opportunities and prepare for what's next.
- You cultivate relationships with coworkers, management, vendors, and customers.
- You recognize when opportunities occur and take ownership.

Curious

- You learn rapidly and eagerly, staying flexible in your approach and findings.
- You question existing methods and recommend better approaches.
- You look for alternative solutions by asking, Why? What if? How?
- You get beyond treating symptoms and suggesting "band-aid" fixes.
- You look for ways to learn and improve so you can contribute at higher levels.

The Clickstop Code

The Founder's Formula

Vision, Clear & High Expectations, Autonomy, and Support & Accountability are key elements in working with excellence. These are elements of great leadership and delegation. When we operate with the four elements we create momentum and progress.

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