

# Our Guiding Behaviors



At PGE, we celebrate our individual differences while sharing certain core values — our guiding behaviors.

## PGE's Guiding Behaviors are:

**Be accountable. We take pride in and responsibility for our work.**

- Challenge yourself
- Demonstrate the highest performance standards
- Demonstrate the highest behavior standards
- Share responsibility – expect accountability
- Uphold the highest ethical standards
- Actions speak louder than words

**Earn trust. We build trust with our co-workers.**

- Maintain the highest standards of ethics
- Keep promises and commitments
- Be honest and straightforward
- Deal with issues fairly and consistently
- Keep confidences

**Dignify people. We respect and support each other.**

- Respect others
- Believe the best of others' intentions
- Communicate openly with each other

**Team behavior. We put the goals of the team first.**

- Believe that your effort makes a difference
- Value everybody's contribution

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- Learn from each other
- Be accepting

**Positive winning attitude. We believe success is achievable.**

- Look for opportunities
- Optimism is contagious
- Enjoy your work
- Expect change

**Make the right thing happen. We pitch in to help get the job done.**

- Take initiative
- Drive for action and results
- Address problems head on
- Share your ideas

All PGE employees participate in training designed to integrate these shared values.