



Team Kyle Core Values

Team Kyle Culture is based on the Core Values (KYLE) listed below:

<p style="text-align: center;">Knowledge</p>	<p>Knowledgeable in all aspects of job and City operations; maintains high quality of work; follows health and safety guidelines.</p>
<p style="text-align: center;">Yes-Attitude</p>	<p>Demonstrates superior customer service; treats other employees and citizens with kindness; promotes goodwill; solves conflict with tact.</p>
<p style="text-align: center;">Leading Edge</p>	<p>Continually looking for areas to improve upon; decisive and adaptive; supports new ideas; a driver for change. Innovative.</p>
<p style="text-align: center;">Employee Accountability</p>	<p>Actively seeks and gives performance feedback in order to determine developmental opportunities; uses feedback as an opportunity for continuous improvement.</p>

Team Kyle leaders are also expected to live by these additional Core Values:

<p style="text-align: center;">Ability to Manage Performance</p>	<p>Organizes work processes to be effective and efficient; provides employees with the necessary training and resources to get the job done; communicates clear performance expectations and standards to the team and provides formal feedback on performance on an ongoing basis constructively and tactfully.</p>
<p style="text-align: center;">Develops and Leads an Effective Team</p>	<p>Provides learning opportunities to the team; encourages decision making and accountability; establishes a vision and direction and motivates/inspires the team to follow suit; leads by example.</p>