

A PURPOSEFUL EMPLOYEE'S GUIDE

BECAUSE WE CARE ABOUT GIVING PEOPLE A BETTER WAY FORWARD



UNDERSTAND

WE WANT TO DEVELOP A WORK ENVIRONMENT WHERE EVERYONE'S TALENT AND UNIQUENESS ARE HIGHLY VALUED



AWARENESS

We care about giving people a better way forward



CONNECTION

We understand that creating and nurturing connections with people around us inspires others to find even more connections, eventually positively impacting our customers, partners and even our communities.



MEANING

We see how our individual and team contributions lend themselves to creating the bigger picture.



PERSONAL WHY

Purpose shows up differently for each of us – we all have unique passions and talents. We can leverage each of these to create a better way forward.



BELIEVE

WE BELIEVE THAT WE EACH PLAY AN INTEGRAL ROLE AT MICHELIN. WE ARE PART OF A FAMILY. A FAMILY THAT WORKS BETTER TOGETHER.

I feel satisfied in my work when I leave. I have a sense of pride in working at Michelin.

I feel empowered by my leaders and trusted by my coworkers. Because of that I feel more energized to make a difference.

My work helps me provide for my personal priorities, and I believe Michelin wants to help me be successful.

I know Michelin (my coworkers, managers, and leaders) cares about me personally.

I know I can make a difference in the lives of my coworkers and customers through my purposeful interactions.

Even when it's hard or if I don't get recognized, I still live out my Purpose because it's just the right thing to do.

I feel empowered to bring Purpose to life regularly.

I feel like my ideas about how to improve my job are heard and are important to my manager.

I know my manager wants me to grow and succeed.



ACT

IT'S NOT ENOUGH TO SIMPLY BE AWARE AND BELIEVE IN PURPOSE, WE HAVE TO ACTIVELY APPLY IT TO OUR EVERYDAY LIVES.

SAY

I get to know my coworkers and engage in conversations to be aware of their needs.

I refer friends and family to join the Michelin family.

I refer new customers to buy Michelin tires.

I openly share personal topics with my peers to build relationships.

I verbally express my gratitude to others for what they do for me.

I proactively post on my personal social channels about my job to encourage others to think well of the company.

DO

I intentionally look for ways to help another person every day that I'm at work.

I practically look for ways to work collaboratively so that together we produce the best product.

I purposefully write positive notes of encouragement or thank you cards to others out of gratitude for what they do for me.

I take the initiative in a situation instead of waiting for another person to step up.

I seek out new skills I can learn to be more effective in my role.

I look for ways to improve our processes, our products, our services, and how we do business on a daily basis.