



SEMPRA™

SEMPRA LEADERSHIP COMPETENCIES.
MINDFULNESS FOUNDATIONAL ATTITUDE PRACTICED

EXERCISE GOOD JUDGMENT

- 42. Defines issues broadly and clearly, even under conditions of ambiguity
- 43. Digs deep to get to the root cause of challenges
- 44. Avoids both impulsiveness and indecisions
- 45. Draws on broad knowledge and experience to solve complex business problems
- 46. Evaluates all relevant information when making a decision
- 47. Makes sound and timely decisions
- 48. Applies common sense

ACT STRATEGICALLY

- 34. Monitors the external environment
- 35. Anticipates the need to change direction
- 36. Evaluates the relative attractiveness of various strategic options
- 37. Is a conceptual thinker
- 38. Has awareness of, and concern for, long-term implications
- 39. Keeps abreast of and analyzes important trends that impact the business
- 40. Maintains a big picture point of view

BUILD TALENT

- 28. Attracts, selects, and develops highly talented people
- 29. Builds a strong and capable team
- 30. Delivers behavior-based praise and affirmation
- 31. Coaches individuals to help them reach their full potential
- 32. Gives people the opportunity to expand their skills
- 33. Acknowledges, celebrates, and rewards team accomplishments

DELIVER RESULTS

- 1. Sets high standards of performance for self and others
- 2. Assigns and assumes clear accountability to deliver on objectives
- 3. Pursues goals with tenacity
- 4. Removes obstacles to success
- 5. Anticipates risk and takes corrective action
- 6. Translates broad company direction into actionable strategies
- 7. Aligns organization, people and resources to execute on strategic priorities
- 8. Is willing to make the personal sacrifices to succeed
- 9. Works well under pressure

LEAD CHANGE

- 10. Demonstrates openness to new ideas, processes, and ways of doing business
- 11. Actively pursues continuous improvements
- 12. Enjoys exploring ideas and putting them into practice
- 13. Can handle the pressure associated with leading change efforts
- 14. Anticipates and manages resistance to change and motivates others to participate
- 15. Appropriately challenges the status quo

INSPIRE TRUST

- 16. Acts in a straightforward and honest manner
- 17. Treats others fairly and with respect
- 18. Never undermines colleagues for personal gain
- 19. Establishes open, candid and trusting relationships
- 20. Is straightforward and honest in interactions with others
- 21. Maintains confidentiality
- 22. Objectively analyzes all viewpoints in a conflict and avoids assigning blame or taking sides
- 23. Settles disagreements by looking for win-win solutions
- 24. Displays personal integrity in all communications, decisions, and actions
- 25. Shares appropriate communications with others
- 26. Is dependable
- 27. Is aware of their impact on others

