

# American Transit Team



## What We're Built On

At American Transit Team, our success lies in the solid foundation built upon the diverse and purpose-driven mindsets that permeate every aspect of our organization. These mindsets, represented by the Company Mindset, Team Member Mindset, Manager Mindset, and Strategic Mindset, serve as the essential bricks that shape our collective approach and drive us towards achieving our goals.



Together, these mindsets form the cornerstone of our organization, fortifying our commitment to excellence, fostering a collaborative and empowering work environment, and providing a strategic roadmap for growth. With these mindsets deeply embedded in our DNA, we are poised to overcome challenges, seize opportunities, and deliver exceptional value to our customers, partners, and stakeholders.

# American Transit Team

## Company Mindset

As a company, we recognize that success is not solely dependent on talent, luck, or the number of resources. Achieving success is done by strategically using what we have paired with a relentless drive to achieve goals and overcome obstacles. We strive to be tenacious, resilient, and persistent in our pursuit of excellence. We embrace challenges as opportunities to prove our mettle and surpass expectations.

Our primary objective is to create an environment that facilitates personal and professional growth for our employees while also contributing to the betterment of the community. While it is inevitable that not every employee or client will remain with us throughout their entire journey, our commitment lies in ensuring that their experience with us leaves a lasting positive impact. We strive to create an environment that equips individuals with valuable skills, knowledge, and experiences, making them better off even if they choose to pursue different paths.

In our decision-making process, we prioritize sound judgment and long-term strategies over the fear of loss or the desire for immediate gains. We recognize that emotions such as fear and greed can cloud our judgment and lead to short-sighted solutions that may not serve the best interests of the community, team, or company in the long run. Instead, we rely on the expertise, tools, and resources within our team to make informed decisions that safeguard the company's core operations and lead to a lasting foundation.

Our approach involves thorough analysis, thoughtful consideration, and a comprehensive understanding of the challenges and opportunities. We believe in utilizing the appropriate tools and resources available to us to support our decision-making. We leverage our strengths to their fullest potential while also taking a proactive approach to addressing our weaknesses. We actively confront and overcome these weaknesses, ensuring they do not hinder our progress toward achieving our objectives. Doing so minimizes any potential impact that could impede our path to success. By leveraging our team's collective knowledge and expertise, we can develop well-rounded perspectives that guide our decision-making process.

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Team Member Mindset	Manager Mindset
<p>"I may not be the most naturally gifted or have the most advantageous circumstances, but I possess an unwavering determination to succeed. I am driven by a relentless will to win and refuse to accept defeat. I own the ability to influence and shape a situation, refusing to surrender power to external forces beyond my control. I am committed to eliminating a fixed mindset that limits my potential. This mentality sets my team and me apart, and we take great pride in it. It all comes down to our collective effort.</p> <p>I am keen on seeing where opportunities exist and taking the lead on them. I recognize areas where my strengths can be helpful to the team's development and my personal growth. I believe in being resourceful and using the tools available instead of focusing on what we don't have. I prefer to find creative solutions and think outside the box to overcome obstacles and achieve goals.</p> <p>Furthermore, I understand the importance of being vocal and supportive of fostering a strong team dynamic. I will use my voice to contribute ideas and offer encouragement. Any criticism I give will be constructive and done to improve the team. I strive to uplift and empower my teammates while accepting feedback, enabling us to tap into our collective potential. Together, we can navigate any challenges that come our way and reach new heights of success."</p>	<p>As a manager, I foster an environment that encourages and supports the 'Team Member Mindset' among employees. Cultivating a culture of determination and resilience is essential for the company's success and, more importantly, my team's personal growth. As a manager, I empower employees, instilling in them that they can overcome obstacles and achieve greatness through collaboration, creativity, and determination.</p> <p>We must collectively move and operate with this mindset for our team to thrive. I recognize that it is not just about individual talent or luck but rather the collective effort and will to win that drives us forward. I encourage a culture of hard work, dedication, and an unwavering commitment to achieving our objectives.</p> <p>In embracing this mindset, we set ourselves apart from the competition. We become a company known for its unwavering determination, relentless work ethic, and refusal to settle for anything less than success. Through this shared attitude and effort, we will overcome challenges, surpass expectations, and achieve remarkable results.</p>

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## Strategic Mindset

"I believe in valuing the strengths and capabilities of our company's employees, assets, resources, and capabilities while also nurturing their growth and development. As a team member, it is my responsibility to protect our company from being exposed to situations where our weaknesses may hinder us. However, this does not mean avoiding growth or shying away from challenges.

It is crucial to play to the strengths and capabilities of our company and allocate them effectively. When we encounter areas of weakness, I will proactively adjust our strategies or provide assistance to ensure we can continue to operate effectively. This approach enables us to grow and develop while still being supported and empowered in our areas of strength.

Furthermore, it is important for our company as a whole to be strategic with our resources. While we may not have unlimited financial means, we can leverage our unique assets and capabilities to gain a competitive advantage. We will utilize our distinct strengths and assets to achieve success in other areas. This ensures that we are efficient and effective in utilizing our resources without compromising our overall strategy.

By valuing the strengths, protecting our vulnerabilities, supporting growth, and strategically utilizing our resources and capabilities, we will create a resilient and successful company."