



CARRIZO OIL & GAS, INC. PERFORMANCE MANAGEMENT COMPETENCY DEFINITIONS

Ethics and Accountability	Displays strong work ethic acts in accordance with Carrizo policies. Demonstrates respect for company assets and peers. Leads by example. Is trusted by peers and management to act in the best interest of Carrizo and ensures projects and tasks are performed safely and ethically. Endorses, supports, and defends organizational objectives. Initiates projects, anticipates changes, sets proper priorities, follows through and meets deadlines. Displays responsibility for the task assigned, thrives to achieve and exceed standards, and accepts responsibility for results. Earns others' trust and respect through consistent honesty and professionalism.
Communication Skills	Is skilled at diplomatic oral and written communications. Demonstrated effective interpersonal communication with subordinates, peers, supervisors, and external constituents. Ability to convey ideas clearly and concisely to appropriate audience(s).
Job Knowledge and Development	Technically and professionally skilled in all position responsibilities and duties expected for position. Demonstrates the ability to produce high-quality work product expected for employee's skills and experience. Remains up-to-date on changes/trends in knowledge related to the job. Seeks new skills and opportunities for self-development.
Teamwork	Maintains healthy working relationships. Considered a team player and is willing to help others. Resolves conflict in a positive manner. Demonstrates a willingness to cooperate, work, and communicate with co-workers, supervisors, and outside contacts. Able to express individual viewpoints while considering viewpoints from others to seek the best solution. Volunteers to carry out task activities that are not formally part of a job to benefit the team.
Work Planning and Results Focus	Effectively identifies work, weights alternatives in decision making, seeks and organizes resources, plans and takes appropriate action. Proactively gathers and analyzes information in pursuit of accurate results. Seeks input and feedback from others. Communicates decisions to all affected parties in a timely manner. Manages tasks and resources efficiently, timely and with focus on financial impact - gets the job done. Strives to identify efficiencies and bring innovative ideas when completing work assignments.
Business Alignment	Demonstrates clear understanding of Carrizo's business, department, and personal objectives. Displays enthusiastic desire to align role and tasks for the accomplishment of team and Carrizo goals. Contributes creative solutions to the organization and seeks to make a positive impact. Adapts to changing business needs, conditions and work responsibilities. Exhibits flexibility, adjusts quickly to changing priorities, effectively deals with uncertainty and remains open to new or alternative ideas.
Safety and Environmental Focus	Adheres to all workplace and industry safety and environmental laws, regulations, standards and practices. Holds team members accountable for their actions. Proactively reports safety and environmental issues and concerns to appropriate management in a timely manner.
Leadership	Displays leadership inside and outside the organization and promotes a shared vision. Inspires others to succeed. Understands, supports, promotes, and upholds, both publicly and privately, the policies of Carrizo to ensure equitable enforcement amongst staff. Treats peers and staff with courtesy, respect, dignity, fairness, honesty, and presents a positive image.
Management Skills	Provides regular feedback to employees including goal setting, measurable objectives, conveying assignments and expectations, and providing feedback on work product. Emphasizes employee alignment for achievement of Carrizo objectives. Challenges employees to perform at the highest level. Provides corrective feedback timely with clear remedial objectives and documents as required. Encourages growth through professional development.