

the Cray Style

At Cray Research, we take what we do very seriously, but we don't take ourselves too seriously.

There is a sense of pride at Cray. Professionalism is important. People are treated like and act like professionals. But people are professional without being stuffy.

Cray people trust each other to do their jobs well and with the highest ethical standards. We take each other very seriously.

We have a strong sense of quality — quality in our products and services, of course; but also quality in our working environment, in the people we work with, in the tools that we use to do our work, and in the components we choose to make what we make.

Economy comes from high value, not from low cost. Aesthetics are part of quality. The effort to create quality extends to the communities in which we work and live as well.

The Cray approach is informal and non-bureaucratic. Verbal communication is key, not memos. "Call, don't write" is the watchword.

People are accessible at all levels.

People also have fun working at Cray Research. There is laughing in the halls, as well as serious discussion. More than anything else, the organization is personable and approachable, but still dedicated to getting the job done.

With informality, however, there is also a sense of confidence. Cray people feel like they are on the winning side. They feel successful, and they are. It is this sense of confidence that generates the attitude of "go ahead and try it, we'll make it work."

Cray people like taking responsibility for what they do and thinking for themselves. At the same time, they are proud to share a single mission — making the world's fastest computers.

Because the individual is key at Cray, there is a real diversity in the view of what Cray Research really is. In fact, Cray Research is many things to many people. The consistency comes in providing those diverse people with the opportunity to fulfill themselves and experience achievement.

The creativity, then, that emerges from the company comes from the many ideas of the individuals who are here. And that is the real strength of Cray Research.