

Values:	Team Member Assessment: 1-Lowest, 5-Highest	Manager Assessment: 1-Lowest, 5-Highest
BALANCE - Working together to encourage a healthy work life balance for all		
EXCELLENCE - Embracing the relentless pursuit of greatness in our work and in our relationships		
TRUST - Driven to be reliable, transparent, accurate, consistent, competent and honest in all we do		
TEAMWORK - Pursuing our best together as we challenge, support, encourage and serve one another		
EMPOWERMENT - Equipping our leaders and team members to be successful, then trusting them to deliver extraordinary results		
RESPECT - Valuing and treating others with honor and dignity		
Team Member Comments		Manager Comments
Team Member's Avg OBJECTIVES: Team Member's Avg Better Together		Manager's Avg OBJECTIVE: Manager's Avg Better Together

	Balance	Excellence	Teamwork	Trust	Empowerment	Respect
5-Exceptional	Is a role model and mentor for achieving exceptional results while balancing life at home. Consistently empowers, inspires and equips others to develop the skill set needed to create their own work life balance. Anticipates obstacles that will create unbalanced work and life situations; helps navigate solutions.	Leads others and/or self to achieve breakthrough results by building and sustaining relationships. Challenges themselves and others to go beyond expectations and is always striving towards continuous improvement with the customer in mind. Achieves exceptional performance.	Consistently inspires, motivates and strives to engage the entire organization into fulfilling an end goal. Develops an environment where people can challenge, offer suggestions and be part of a solution. Makes others on team better through training, encouragement and support. Drives results by being part of a team that serves one another.	Does what they say they're going to do every time. Role Model across the organization. Builds trust with customers at all levels, internal and external, with consistently exceptional work. Is honest and transparent when faced with challenges and over comes obstacles where others have not. Individual actions inspire confidence in others.	Empowers team members through exceptional delegation, encouragement and opportunities for new experiences. Anticipates and ensures necessary tools and/or resources are available to get the job done. Demonstrates initiative and self-determination at all times.	Always meets commitments. Always navigates difficult situations with poise, compassion and fairness. Exceptional Coach. Develops and Inspires others to be their best self. Other leaders seek out their advice.
4-Very Strong	Is a leader to others and provides an example of work life balance. Helps the team perform job functions efficiently. Recognizes and reacts when others are out of balance and helps navigate solutions.	Consistently holds themselves and others to higher standards. Establishes excellent working relationships that bring added value to the organization and exceed Customer expectations. Consistent very strong performance.	Creates an environment that encourages the sharing of ideas, adds value to the team and is able to follow through to the end goal. Seeks teammates' feedback, challenges appropriately and places the team above self. Shares credit and is humble about role in achieving team goals. Helps the team overcome obstacles.	Does what they say they're going to do consistently. Forward thinking, transparent communication with stake holders. Communicates when obstacles occur, demonstrates a high level of integrity with above average results. Leads with the team and company in mind.	Consistently demonstrates initiative when faced with challenges. Produces strong outcomes. Recognizes when tools and/or resources are needed to get the job done. Supports others autonomy through opportunities and encouragement. Exhibits a strong desire for success.	Earns respect with most leaders and teammates through proven performance and achievements. Successfully faces challenges resulting in positive outcomes. Is a role model when presented with adversity.
3-Solid Performer	Able to meet expectations of work and home. Recognizes when balance needs to shift towards work or towards home life. Manages expectations for self.	Has aligned goals and objectives which bring value to teammates and meets customer expectations. Meets expected deliverables and results. Has necessary relationships to achieve objectives.	Demonstrates a desire to work as a team and fulfill objectives. Communicates and listens effectively within the team. Commits to and does their part to achieve the goals of the	Does what they say they're going to do the majority of the time. Communicates accurately and reactively with stake holders on individual actions. Establishes credibility through helping the team be successful through solid work.	Delegates effectively. Supports new ideas. Listens effectively to team members. Equips team members with the necessary resources.	Reliable. Actively expresses appreciation for team members. Consistently participates in problem solving with a positive outlook.
2-Needs Improvement	Frequently fails to achieve balance. Perpetuates an unbalanced environment through unspoken expectations and observed actions. Will at times take advantage of team members.	Is not consistent in fulfilling those goals and lacks the necessary skills to achieve at the next level. Does not actively establish necessary relationships and may have some dysfunctional relationships. Is ok with the status quo.	Will work in a team when asked but does not always recognize when they're needed. May not ask for help from the team. Contributes ideas to the team but lack of compromise may negatively effect the team. Inconsistent communication may result in conflict with other team members.	Meets commitments some of the time and lacks consistent follow up. Does not effectively communicate with stake holders. Is reactive.	Rarely encourages team members. Fails to listen effectively. Does not recognize necessary tools and resources.	Does not follow through on commitments to the team. Disciplines or has inappropriate discussions with team members in public. Avoids and/or struggles in managing conflict. May belittle others
1-Unacceptable	Consistently fails to build a healthy home life balance. Is frequently out of balance, one way or the other. Creates disruption with their team or their home life with this frequent imbalance.	Does not show interest in, and is resistant to put forth necessary or additional effort to add value. Does not strive toward excellence. Relationships are dysfunctional if they exist.	Refuses to actively participate in a team. Unwilling to recognize others as team members and does not accept help from them when needed. Places self before others and causes distractions to achieving the team goals. Inconsistent participation reduces overall team performance.	Puts self before the team. Tells untruths to get self out of trouble or to promote self. Unreliable in commitments with team members and/or customers.	Plays an active role in the dysfunction of relationships. May create barriers for others to be effective in their role and relationships. Is not supportive of leadership and team members.	Does not demonstrate appreciation for team members. May display inappropriate behavior such as shouting, rudeness and/or negative attitude towards others. Displays an unwillingness to change despite repeated coaching.