

Collaborate for Outcomes

A Fairview Commitment grounded in the principle of *Continuous Improvement*

Whether it is with a customer or a peer, I recognize that we are better together and collaborate to share goals, knowledge and expertise to drive outcomes.

Key Behaviors

Consider all Perspectives • Value Connections • Take Ownership • Exhibit Teamwork

Example Actions: When collaborating for outcomes, our key behaviors are demonstrated in many ways. We must always strive to achieve or exceed expectations in how we Collaborate for Outcomes. To help understand what actions are expected of us, example actions are provided for each of the key behaviors.

	Unsatisfactory	Meets Expectations	Exceptional
Consider all Perspectives	<ul style="list-style-type: none"> Drives a personal agenda and builds solutions that don't account for impact to other departments. 	<ul style="list-style-type: none"> Considers departmental- and organizational-impacts when making decisions about their work. Understands how own work fits into larger whole. 	<ul style="list-style-type: none"> Actively seeks out conversations with others to enhance systems perspective Partners with others to build solutions for the organization.
Value Connections	<ul style="list-style-type: none"> Lacks understanding of how their work supports and affects the organization's vision. 	<ul style="list-style-type: none"> Uses differences as an asset, in order to improve how we work and relate with each other. 	<ul style="list-style-type: none"> Fosters connections across work groups to drive organization goals and support the success of others.
Take Ownership	<ul style="list-style-type: none"> Overlooks his/her role in situations. Finds fault with others or makes excuses for lack of accountability. 	<ul style="list-style-type: none"> Consistently meets obligations and delivers results. 	<ul style="list-style-type: none"> Takes responsibility when things go wrong and actively works to resolve the problem.
Exhibit Teamwork	<ul style="list-style-type: none"> Does not share information that would be beneficial to others. 	<ul style="list-style-type: none"> Proactively exchanges knowledge and information with others. 	<ul style="list-style-type: none"> Reaches out to others across the organization to offer support and expertise.