

Commit to Development

A Fairview Commitment grounded in the principle of *Respect for People*

I push myself and support others to continuously learn, apply, and develop personally and professionally.

Key Behaviors

Try New Things • Stretch Self • Share Learning • Open to Feedback

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

	Unsatisfactory	Meets Expectations	Exceptional
Try New Things	<ul style="list-style-type: none">Resistant to learning about industry trends or new ways of doing things.	<ul style="list-style-type: none">Open to learning about new trends and best practices in their area of responsibility.	<ul style="list-style-type: none">Actively seeks out trends and best practices in their area of responsibility, finding ways to integrate learning into work practices.
Stretch Self	<ul style="list-style-type: none">Stays stagnant; fails to seize opportunities to learn and grow.	<ul style="list-style-type: none">Takes advantage of opportunities to learn (attends development classes; works on special projects; etc.) and actively applies the learning.	<ul style="list-style-type: none">Actively seeks opportunities to continuously learn and grow.Sees failures and mistakes as learning opportunities and moves on quickly to try something else.
Share Learning	<ul style="list-style-type: none">Keeps information to self and withholds knowledge from other team members.	<ul style="list-style-type: none">Shares information to accelerate the performance and development of other team members.	<ul style="list-style-type: none">Eagerly shares knowledge and new learning with others; identifies and advocates for opportunities to embed learnings into team practices.
Open to Feedback	<ul style="list-style-type: none">Little to no action is taken to incorporate constructive feedback into work performance.	<ul style="list-style-type: none">Is responsive to feedback; incorporates constructive feedback to improve performance.	<ul style="list-style-type: none">Continuously seeks out performance feedback, incorporates constructive feedback to improve performance.