

3 AREAS OF OWNERSHIP

The 3 areas of ownership are the core ways employees contribute back to the organization.

Performance to Goals



Performance and accomplishments that reflect progress toward achieving organizational goals.

Commitments



The ability to consistently apply and demonstrate the 10 Commitments based on Respect for People and Continuous Improvement.

Functional Excellence



Activities, tasks and competencies performed as outlined in the job description.

As part of measuring and coaching to performance, each area is rated on a 1 to 5 scale.

5 SCALE RATINGS

| | | | |
|-------------------------------|-----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| 5 EXCEPTIONAL | Key contributor and role model to fulfilling organizational goals | A role model and inspiration that consistently surpasses demonstrating Fairview's 10 Commitments | Performance levels consistently far exceed expectations, role model and teacher to others. |
| 4 EXCEEDS EXPECTATIONS | Accomplishments frequently exceed expectations in achieving organizational goals. | A role model who consistently exceeds expectations in demonstrating Fairview's 10 Commitments | Performance consistently exceeds expectations due to a high quality of work |
| 3 MEETS EXPECTATIONS | Achieves organizational goals as written | Consistently demonstrates Fairview's 10 Commitments as they are written | Performance consistently and clearly meets expectations related to the key functions of the role |
| 2 NEEDS IMPROVEMENT | Organizational goals are not consistently achieved as written | Inconsistently demonstrates Fairview's 10 Commitments | Performance does not consistently meet expectations in quality of work |
| 1 UNSATISFACTORY | Organizational goals are not achieved | Consistently lacks demonstration of Fairview's 10 Commitments | Performance is consistently below expectations in quality of work |

3 WAYS TO ENGAGE

Take ownership of your success

SELF-EVALUATION

Use this process to highlight your strengths and areas of opportunities.

DEVELOPMENT GOAL

Own your development! Create a goal that is meaningful to you and the work you do.

ON-GOING CONVERSATIONS

Have regular conversations with your leader about your goals and performance.



Find additional resources at ODandL.org