



## Team Values Assessment

### *Directions*

Use this assessment tool to evaluate your/your team’s overall degree of alignment with the company Values. Complete one Value/Attribute at a time. Rate the bullet-point items under the Value first, by placing an “X” in the appropriate box; then rate the overall Value. Columns have been provided for both individual and team ratings.

### *Rating Values*

<b>S</b> = Self <b>T</b> = Team	<b>High</b> = Consistently behave in alignment with Value <b>Medium</b> = Occasionally not behave in alignment with Value <b>Low</b> = Consistently behave not in alignment with Value
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<b>EXCELLENCE</b>	<b>Low</b>		<b>Med</b>		<b>High</b>	
	<b>S</b>	<b>T</b>	<b>S</b>	<b>T</b>	<b>S</b>	<b>T</b>
<b>Best People</b>						
• Recruit the very best people						
• Develop and challenge associates						
• Reward performance and results						
• Value diversity of people						
<b>Strategically Bold</b>						
• Be market driven						
• Drive breakout innovation						
• Hang out a shingle						
• Be paradoxically conservative						



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<b>EXCELLENCE</b>	<b>Low</b>		<b>Med</b>		<b>High</b>	
	<b>S</b>	<b>T</b>	<b>S</b>	<b>T</b>	<b>S</b>	<b>T</b>
<b>Analytical</b>						
• Make fact based decisions						
• Be intellectually rigorous						
• Take an integrated approach						
<b>Well-Managed</b>						
• Be disciplined						
• Obsess for great execution						
• Anticipate change and be agile						
• Be a leader, first by example						
<b>Ownership</b>						
• Act like an owner						
• Be empowered and empower others						
• Focus on the long term						
• Deliver superior returns to shareholders						

	<b>Low</b>	<b>Medium</b>	<b>High</b>
<b>EXCELLENCE</b>			



### Team Values Assessment

<b>DO THE RIGHT THING</b>	<b>Low</b>		<b>Med</b>		<b>High</b>	
	<b>S</b>	<b>T</b>	<b>S</b>	<b>T</b>	<b>S</b>	<b>T</b>
<b>Open</b>						
• Promote free exchange of ideas						
• Be direct						
• Be authentic						
• Seek and give feedback						
• Communicate too much						
• Embrace change						
• Admit to and learn from mistakes						
• Value diversity of ideas						
• Be humble						
<b>Teamwork</b>						
• Work collaboratively						
• Promote sharing						
• Build high performing teams						
• Assume positive intent						
• Have fun						



### Team Values Assessment

	Low		Med		High	
	S	T	S	T	S	T
<b>Respect Each Other</b>						
• Treat every associate with respect and dignity						
• Elevate others						
• Give back to the community						
<b>Respect Our Customers</b>						
• Offer unassailable products						
• Communicate with refreshing clarity						
• Deliver efficient and caring service						
• Live our brand						
<b>Integrity</b>						
• Be honest to yourself and others						
• Demand the highest ethical behavior						
• Live the values						

	Low	Medium	High
<b>DO THE RIGHT THING</b>			