

Instructions

- Discuss the topics/questions, ask for positive and/or negative examples / situations
- Score indicators on a scale from 1 (does not apply) to 5 (applies perfectly)

Make it happen and follow through

- Problem Solver: Takes an end-to-end view in problem solving to come up with the most relevant solutions.
 - Indicator: Right strategic decisions
 - Indicator: Analytical skills/intelligence
 - Indicator: Broad view
- Persistent execution: Consistently ships fit-for-purpose products that balance speed, quality and resource intensity.
 - Indicator: Output quality
 - Indicator: Speed
- Personal accountability: Takes accountability for actions, shows ownership, follows through and goes the extra mile.
 - Indicator: Ownership
 - Indicator: Implementation / following through

Grow stronger every day

- Robust character: Is resilient to change and uncertainty, thrives in an agile environment.
 - Indicator: Emotional stability
 - Indicator: Embraces change
- Ambitious learner: Takes ownership to build skills to stay “ahead of the curve”, relentlessly strives for mastery, proactively seeks feedback.
 - Indicator: Self-improvement
 - Indicator: Curiosity
- True connector: Collaborates openly within and across teams and contributes to team success.
 - Indicator: Connects people
 - Indicator: Has a true team focus

Always team up & empower/grow others

- Committed team-player: Shares know-how and provides feedback to make the overall team stronger.
 - Indicator: Shares knowledge
 - Indicator: Provides good feedback
 - Indicator: Improves team atmosphere

Change the game

- Opportunity seeker: Seeks opportunities to break new ground and develop big ideas; then rallies a team of supporters and goes for it!
 - Indicator: Approaches problems positively
 - Indicator: Source of inspiration
- Challenger: Never stops challenging the way we do things to have impact.
 - Indicator: Challenges everything