**Development Action Plan – Values Worksheet**

**Rate yourself based on how consistently you exhibit each behavior**

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| **ONE TEAM** | **Almost Always** | **Occasionally** | **Rarely** |
| 1. Empower and energize one another to create positive growth
 |  |  |  |
| 1. Collaborate through open communication
 |  |  |  |
| 1. Hold ourselves and each other accountable by giving and accepting constructive feedback
 |  |  |  |
| 1. Foster a fun and healthy environment
 |  |  |  |
| 1. Recognize and celebrate contributions and achievements
 |  |  |  |
| **KINDHEARTED** |  |  |  |
| 1. Assume good intentions
 |  |  |  |
| 1. Listen first to understand
 |  |  |  |
| 1. Treat all consistently with compassion, respect and an open mind
 |  |  |  |
| 1. Acknowledge each other with courtesy
 |  |  |  |
| 1. Respond rather than react
 |  |  |  |
| **INTEGRITY** |  |  |  |
| 1. Be honest regardless of the outcome |  |  |  |
| 2. Make ethical choices in every situation |  |  |  |
| 3. Honor commitments |  |  |  |
| 4. Be transparent in your purpose, expectations and actions |  |  |  |
| 5. Protect and conserve institutional resources  |  |  |  |
| **VISIONARY** |  |  |  |
| 1. Promote an innovative environment that embraces appropriate risk taking.  |  |  |  |
| 2. Be resilient and confident when faced with challenges |  |  |  |
| 3. Inspire continuous curiosity |  |  |  |
| 4. Demonstrate commitment to life-long learning and personal development |  |  |  |
| **BEYOND SERVICE** |  |  |  |
| 1. Anticipate the needs of each individual and respond with a generous heart |  |  |  |
| 2. Invest in the well-being, safety and success of all by going the extra mile |  |  |  |
| 3. Be solution-oriented; create the pathway to a win-win resolution |  |  |  |
| 4. Deliver excellence in all we do |  |  |  |

**If you rated all behaviors for one value as “Almost Always,” then check “Aligned” on Development Action Plan. If any behaviors were “Occasionally,” then rating would be “Becoming Aligned.” Otherwise, rating is “Not Aligned.” June 24, 2019**