

NAME: _____

DATE: _____

MANAGER: _____

☐ **EMPLOYEE COPY**
☐ **MANAGER COPY**
RESPONSIBILITY

- You understand the concept of responsibility
- You embrace and accept blame and learn from mistakes
- You understand the immense responsibility you have to our customers, investors, communities, and team members
- You can be trusted
- You honor your commitments
- You are courageous

☐ Great ☐ Good ☐ Acceptable ☐ Lacking ☐ Deficient

JUDGEMENT

- You can identify and articulate risk in all its forms
- You make great decisions for One Power
- You can explain why you made your decisions
- You make tough decisions without excessive agonizing
- You take smart risks
- You think strategically

☐ Great ☐ Good ☐ Acceptable ☐ Lacking ☐ Deficient

SELFLESSNESS

- You seek what is best for One Power (rather than yourself or your group)
- You are humble when searching for the best ideas
- You make time to help colleagues
- You share information openly and proactively

☐ Great ☐ Good ☐ Acceptable ☐ Lacking ☐ Deficient

CANDOR

- You are known for honesty and directness
- You only say things about fellow employees you would say to their face
- You are honest about your mistakes and shortcomings
- You are honest about One Power's mistakes and shortcomings
- You question actions inconsistent with our values
- You ask for help when you need it

☐ Great ☐ Good ☐ Acceptable ☐ Lacking ☐ Deficient

PASSION

- You inspire others with your thirst for excellence
- You care intensely about One Power's success
- You celebrate wins (yours, your team's, One Power's)
- You are persistent
- You believe One Power is doing *something grand*
- You tell our story and can explain our vision in your own words

☐ Great ☐ Good ☐ Acceptable ☐ Lacking ☐ Deficient

IMPACT

- You accomplish an incredible amount of important work
- You consistently demonstrate strong performance
- Your colleagues rely upon you
- You focus on great results rather than on process
- You exhibit bias-to-action, and avoid analysis-paralysis
- You are consistently able to deliver solutions

☐ Great ☐ Good ☐ Acceptable ☐ Lacking ☐ Deficient

INNOVATION

- You re-conceptualize problems to discover practical solutions
- You challenge everything
- You eliminate complexity
- You are an inventor

☐ Great ☐ Good ☐ Acceptable ☐ Lacking ☐ Deficient

COMMUNICATION

- You are a professor, not a salesman
- You are concise and articulate in speech and writing
- You encourage and respond well to different points of view
- You calmly accept constructive confrontation
- You enthusiastically educate others
- You are approachable

☐ Great ☐ Good ☐ Acceptable ☐ Lacking ☐ Deficient

QUALITY

- You learn from new processes and continually improve on past work
- You identify and eliminate waste in all its forms
- You can distinguish between short-term acceptable solutions and long-term needs
- You identify root causes when solving problems
- You never settle for industry standard

☐ Great ☐ Good ☐ Acceptable ☐ Lacking ☐ Deficient

INQUISITIVENESS

- You learn quickly and eagerly
- You seek to understand our strategy, market, customers, and suppliers
- You are driven to be an expert in your core field
- You vigorously pursue knowledge both inside and outside your job
- You are an asset on a team for the "unknown problem"

☐ Great ☐ Good ☐ Acceptable ☐ Lacking ☐ Deficient

PURPOSE

From time to time it is important for all of us to take stock of how our values align with those that are expected at One Power. The goal of this document is to create a tool to facilitate a frank and directed self-reflection of those values. This document is also meant to be a tool for team members and their managers to compare notes and discuss how the team member's self-assessment compares to their manager's assessment of them.

This is meant to be a tool to enable positive growth. It is not a negative. The results of this tool are only seen by you, your direct manager, and the CEO. If you want to keep a copy, you are welcome to.

INSTRUCTIONS

You will complete one copy of this form (the employee copy).

Your manager will separately complete one copy of this form (the manager copy).

You will submit your sheet to your manager (feel free to make a copy for your records if you want).

Your manager and you will meet to discuss both versions of the Values Check. This conversation should be a frank exchange of ideas and an explanation of both your opinion and your manager's opinion.

When you and your manager are finished discussing both versions, they will give you both versions and they will not keep a copy. You can keep them or destroy them; that is up to you.

You are then armed with the information you need to grow here at One Power.