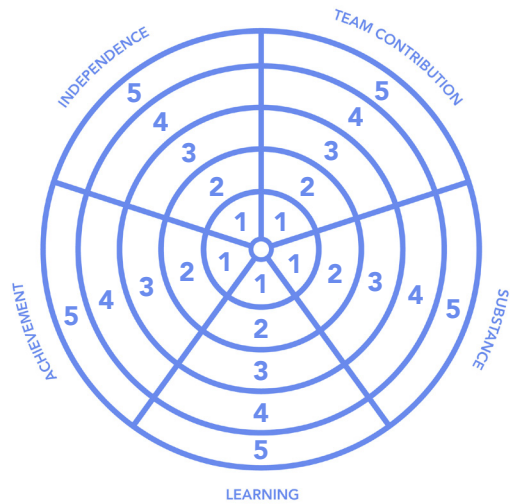


Effectiveness & Impact



Independence
Self motivated and determined

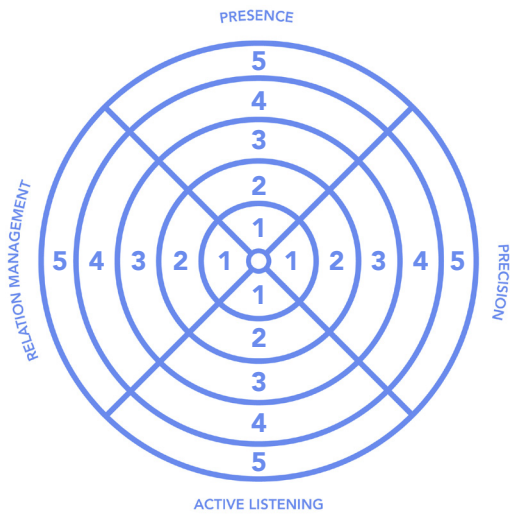
Team player
Leader and collaborator

Substance
Backs up claims

Knowledge
Pursues self-development

Performance
Works with purpose, meets goals

Problem Solving & Insight



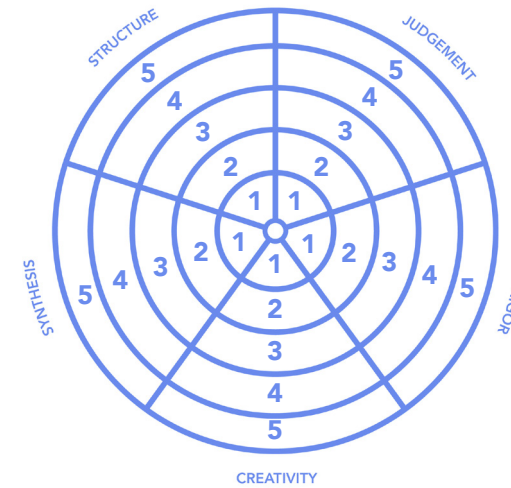
Credibility
Self-assured and confident

Precision
Communicates clearly

Active listening
Listens actively, reflects statements back

Relationship management
Builds relationship and trust

Communications & Presence



Structure
Structures the problem, resolves uncertainty

Judgement
Shows business judgement and clarity

Accuracy
The results back up the projections

Creativity
Curious, creative, goes deeper

Synthesis
Develops own conclusions

How it works

A culture of positivity and support is crucial to making your employees want to come to work and then keep coming back as the years go by. By checking in with your employees and monitoring their job satisfaction with an employee feedback survey, you'll be able to improve every aspect of the employee experience.

Both the manager and employee (self-evaluation) should fill out this survey, then they should compare their answers to determine the employee's personal growth or target where additional support is needed.

Other questions to ask:

- How challenging do you find your work?
- How meaningful do you find your work?
- What does it mean to be successful in the office?
- Do you feel comfortable expressing issues or difficulties?
- What makes you feel valued at work?
- If you could change anything in the office, what would you do?

