

Achieve Results

A Fairview Commitment grounded in the principle of **Continuous Improvement**

I drive for measurable results and make an effort to overcome obstacles.

Key Behaviors of Achieving Results:

1. Prioritize
2. Execute Effectively
3. Action Oriented
4. Manage Resources

Example Actions: When achieving results, our key behaviors are demonstrated in many ways. We must always strive to achieve or exceed expectations in how we Achieve Results. To help understand what actions are expected of us, examples actions are provided for each of the key behaviors.

Key Behaviors	Below Expectations	Achieves Results	Exceeds Expectations
Prioritize	Unable to describe organization priorities and align work to those priorities.	Manages priorities effectively, ensuring aligned to leader expectations.	Effectively prioritizes all projects or initiatives, taking action to align with departmental and organizational priorities.
Execute Effectively	Fails to meet minimal expectations for work. Settles or gives up when faced with barriers.	Identifies barriers to achieving results and plans accordingly.	Establishes and achieves realistic objectives, addressing challenges as they occur.
Action Oriented	Focuses on individual outcomes and interests.	Takes appropriate action, including collaborating, to meet set and agreed-to expectations.	Tackles complex and challenging projects, collaborating with others to ensure success.
Manage Resources	Wastes time and resources pursuing non-essential tasks.	Responsibly and effectively uses resources within the department.	Utilizes the organization's resources strategically to accelerate results and overcome barriers.