

Collaborate for Outcomes

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

Whether it is with a customer or a peer, I recognize that we are better together and collaborate to share goals, knowledge, and expertise to drive outcomes.

Key Behaviors of Collaborating for Outcomes:

1. Consider All Perspectives
2. Value Connections
3. Take Ownership
4. Teamwork

Example Actions: When collaborating for outcomes, our key behaviors are demonstrated in many ways. We must always strive to achieve or exceed expectations in how we Collaborate for Outcomes. 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
Consider All Perspectives	Drives a personal agenda and builds solutions that don't account for impact to other departments.	Considers departmental- and organizational-impacts when making decisions about their work. Understands how own work fits into larger whole.	Actively seeks out conversations with others to enhance systems perspective. Partners with others to build solutions for the organization.
Value Connections	Lacks understanding of how their work supports and affects the organization's vision.	Uses differences as an asset, to improve how we work and relate with each other.	Fosters connections across work groups to drive organization goals and support the success of others.
Take Ownership	Overlooks his/her role in situations. Finds fault with others or makes excuses for lack of accountability.	Consistently meets obligations and delivers results.	Reaches out to others across the organization to offer support and expertise.
Exhibit Teamwork	Does not share information that would be beneficial to others.	Proactively shares knowledge and information with others.	Reaches out to others across the organization to offer support and expertise.