

Commit to Development

A Fairview Commitment grounded in the principle of **Respect for People**

I push myself and support others to continuously learn, apply, and develop personally and professionally.

Key Behaviors of Commit to Development:

1. Try New Things
2. Stretch Self
3. Share Learning
4. Open to Feedback

Example Actions: When committing to development, our key behaviors are demonstrated in many ways. We must always strive to achieve or exceed expectations in how we Commit to Development. 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
Try New Things	Unaware of new trends and practices in their area of responsibility; resistant to learning about industry trends.	Open to learning about new trends and best practices in their area of responsibility.	Actively seeks out trends and best practices in their area of responsibility, finding ways to integrate learning into work practices.
Stretch Self	Stays stagnant; fails to seize opportunities to learn and grow.	Takes advantage of opportunities learn (attends development classes; works on special projects; etc.) and actively applies the learning.	Sees failures and mistakes as learning opportunities and moves on quickly to try something else.
Share Learning	Keeps information to self and withholds knowledge from other team members.	Shares information to accelerate the performance and development of other team members.	Eagerly shares knowledge and new learning with others; identifies and advocates for opportunities to embed learnings into team practices.
Open to Feedback	Little to no action is taken to incorporate constructive feedback into work performance.	Is responsive to feedback; incorporates constructive feedback to improve performance.	Continuously seeks out performance feedback, incorporates constructive feedback to improve performance.