

Engage and Inspire

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

I create and sustain high levels of energy and pride while seizing opportunities to influence the future of our health system.

Key Behaviors of Engage and Inspire:

1. Think Outside the Box
2. Recognize Others
3. Extend Trust
4. Take Ownership
5. Model Positivity

Example Actions: When engaging and inspiring, our key behaviors are demonstrated in many ways. We must always strive to achieve or exceed expectations in how we Engage and Inspire. 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
Think Outside the Box	Often avoids or seldom acts to improve outcomes, think creatively, or try new things.	Incorporates creative problem solving while staying within the parameters of good practice.	Always looks for better ways to do things and generates unique and useful solutions.
Recognize Others	Disregards others' strengths and accomplishments.	Routinely recognizes team members' unique contribution of each employee and makes them feel valued.	Understands and supports the need to recognize and celebrate everyone's accomplishments.
Extend Trust	Withholds information and resources, negatively impacting outcomes.	Shares information and resources needed to move work forward; is consistent in words and actions.	Thoughtfully and skillfully, demonstrates advanced skill and tact when handling difficult situations, information, or matters.
Take Ownership	Overlooks his/her role in situations. Finds fault with others or makes excuses for lack of accountability related to work responsibilities and actions.	Consistently meets obligations, delivers results and develops self to ensure continued success.	Shows pride in ownership of work and successes. Takes responsibility when things go wrong and actively works to resolve the problem.
Model Positivity	Exhibits behaviors that negatively impact the morale and accomplishments of the work environment.	Expresses optimism and excitement about the work to be done.	Respectfully encourages others who negatively impact morale to consider the positive.