Honor Relationships

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

I value the unique perspective of every person and build and maintain authentic relationships.

Key Behaviors of Honor Relationships:
1. Mindfully Connect
2. Show Empathy
3. Adaptable
4. Address Conflict

Example Actions: When honoring relationships, our key behaviors are demonstrated in many ways. We must always strive to achieve or exceed expectations in how we Honor Relationships. 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
Mindfully Connect	Presents self as disagreeable, defensive, distant or aloof to others.	Is present and engaged during interactions.	Engages with positivity and a clear demonstration of respect for others and their cultures, values, beliefs, traditions and perspectives.
Show Empathy	Disregards others' needs, concerns and experiences.	Listens to and expresses understanding of individual and team needs, views and concerns.	Demonstrates accurate insights into others' needs, feelings or perceptions. Understands another's experiences and emotions while supporting and empowering them.
Adaptable	Reacts to people and situations inappropriately and/or is unwilling to adapt interaction style. Is unaware of own emotional responses and impact on others.	Adapts interaction styles to best support the audience and message. Acknowledges own emotional responses and needs.	Has a keen understanding of audience and works to tailor messages and interactions accordingly. Understands the impact their emotional response has on others and adapts.
Address Conflict	Involves others in conflict that does not affect them by using gossip, rumors and innuendo.	Is willing to address conflict and involves supervisor/ manager when appropriate.	Understands that conflict is a necessary part of any team and is always willing to respectfully address it with an open mind, involving supervisor/ manager when appropriate.

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