

Seek Perfection

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

I continuously pursue excellence.

Key Behaviors of Seek Perfection:

1. Seek Improvements
2. Experiment
3. Learn from Mistakes
4. Think Strategically

Example Actions: When seeking perfection, our key behaviors are demonstrated in many ways. We must always strive to achieve or exceed expectations in how we Seek Perfection. 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
Seek Improvements	Accepts the status quo and does not offer solutions for improvements.	Identifies ways to do the work better (faster, more safely, etc.) and takes actions to drive improvements forward.	Challenges the status quo and pushes for new goals when the current goal is achieved.
Experiment	Unwilling to try to new things and/or challenge self to do better.	Willing to try new things and adjust based on the outcome.	Supports and encourages peers to try new things, even when it means their work will change.
Learn from Mistakes	Does not try again when things go wrong.	Reflects on what worked and what didn't and moves on quickly to try something else.	Uses learning from mistakes to improve their work and shares learning.
Think Strategically	Takes information out of context leading to incorrect conclusions.	Can think through and understand implications of actions and decisions.	Proactively identifies opportunities beyond the given task-at-hand and maximizes new opportunities.