

# VALUES SCORECARD



## SKILL LEVEL



## COMMUNITY



## EXCELLENCE



## COMMITMENT

### MASTER CULTURAL CHAMPION

I develop younger members. I teach others to welcome people into our community and to develop others. I build more of a following and add social credibility to a larger fan base.

I improve skills even when the skillset is already high. I bring up others around me. I push other leaders to lead by example. I give direct and timely feedback.

I emphasize the growth of others. I want to see everyone else win so I push the team forward. I motivate others. I hold others accountable.

### PRACTITIONER INDISPENSABLE LINCHPIN

Others gravitate toward me. I inspire at all levels and can make a player believe in their work. I am well spoken. I bring in new members.

I excel in my role in any situation with consistency and speed. I adapt on the fly to issues. I perform tasks others are uncomfortable performing. I am not satisfied with the current state. I thrive on diversity.

I work through all programs and accept new ideas or schedules. I stay with the program over the long term. I think about the direction of the team even when outside.

### APPRENTICE INDIVIDUAL CONTRIBUTOR

I volunteer time to help even when not in the schedule. I make decisions that reflect the interests of the team.

I do what's "right". I offer valuable insights and ideas. I uphold the standards even in the outside world. I think ahead. I am an elite learner. I communicate instructions clearly. I have a full bag of training tools.

I put forth high effort. I go above and beyond. I suggest additional ideas we can do. I invest the time and effort even on my own time. I adapt to new situations. I am a loyal member of the program.

### NOVICE GOOD SOLDIER

I work well with others. I am relatable and approachable. I meet and greet. I make people feel welcome and included. I bring a natural smile and energy. I spread positivity. I treat others with respect. I am a team player.

I do as told. I follow the game plan. I seek direction. I uphold the standards. I am constantly learning. I want to improve so I can step into a larger role with more responsibility. I am highly coachable. I carry myself in a professional way in appearance and communication.

I am reliable, accountable, and on time. I take pressure off others in a higher position. I am self-motivated. I take ownership of my responsibilities. I represent the brand.

### UNSKILLED ROADBLOCKER

I cannot work with others. I have consistent issues. I draw a bad social media presence. I act selfishly. I am not relatable or approachable. I create conflict and divide. I am negative. I don't care about the team. I care about myself first. I am not trustworthy.

I am unable to perform in all settings. I underperform. I am not trustworthy with the details. I make careless mistakes. I expect immediate results. I am unprofessional in behavior or appearance. I am sneaky. I am a bad character. I do not follow the game plan.

I am overcommitted in my personal schedule. I don't put forth the effort on my own time. I don't take constructive criticism well. I am late. I do the minimum.