ORGANIZATIONAL F	Instructions				Values					Work A	Ability		Performance		er Test	
									011	Has the	Understands	Enjoys their			if the employee joined the company today,	If the employee wants to leave the
Teammate Name	Team	Action Steps	Empathy	Vision	Problem Solving	Passion	Reliability	Collaboration	Client Centricity	knowledge, skills, and abilities to do the job	the roles and responsibilities of their job	job and is not seeking other opportunities	Cultural Fit	Performance Level	would we hire them at their	company would we fight to keep
		Performance	Select	No	Maybe	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Excellent	current	them? Yes
		Improvement Plan Performance Improvement Plan	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Excellent	Yes	Yes
		Dramatic Improvement Necessary	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Excellent	Yes	Yes
		Performance Improvement Plan	Yes	Yes	Yes	Maybe	Maybe	No	Yes	Yes	Yes	Yes	Yes	Excellent	Yes	Maybe
		Dramatic Improvement Necessary	Yes	No	Yes	Yes	Maybe	Yes	Yes	Yes	Yes	Yes	No	Not Acceptable	Maybe	Yes
		Performance Improvement Plan Dramatic Improvement	Yes	Yes	Yes	No	Maybe	Maybe	Yes	Yes	Yes	Yes	Yes	Excellent	Yes	Yes
		Necessary Performance	No	Maybe	No	Maybe	Maybe	Yes	Yes	Yes	Yes	Yes	Maybe	Excellent	Yes	Yes
		Improvement Plan Performance	Yes	No Yes	No Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Good	Yes Yes	Yes
		Improvement Plan Performance Improvement Plan	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Excellent	Yes	Yes
		Performance Improvement Plan	Maybe	Yes	Maybe	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Passable	Yes	Yes
		Performance Improvement Plan	Yes	Maybe	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Passable	Yes	No
		Dramatic Improvement Necessary	No	Maybe	Maybe	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Excellent	Yes	Yes
		Dramatic Improvement Necessary	No	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Excellent	Yes	Yes
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