

Ontop Values	Technical Name	Question 1	Question 2	Question 3	Question 4
Make problems and achievements visible	Open to Feedback / Active Listening	Create communication spaces where you make your interlocutors feel heard?	Interrupt the interlocutors to offer their opinion or respond to the questions asked?	Provide constructive feedback in order to design action plans that improve the problems presented?	Does it request continuous feedback in order to modify those behaviors or obstacles that affect its development in the company?
Honor your time	Self - management	Is it punctual with the delivery of the results?	Does it attend all meetings at the agreed time?	Schedule its activities on the calendar in order to maintain work/life balance?	Does it establish schedules with its work partners, in order to better organize time?
Prioritize execution over planning	Proactivity and initiative	Is it capable of delivering a result without the need for supervision?	Is it capable of anticipating the fulfillment of results, in situations of pressure?	Does it propose opportunities to inconveniences that are perceived in your work environment?	Does it design disruptive ideas that allow you to optimally solve problems?
Be like water	Adaptability	Adopt tactics and/or behaviors to face different situations?	Make adaptations of different organizational strategies in the short, medium and long term?	Adopt an open attitude to change and innovation?	Does it react assertively when there is a change in the company?
	Transparency	Is it reliable in the work it does?	Does it maintain absolute confidentiality on confidential company matters?	Does it identify risks that may interfere with the development of its activities?	Generate, assume and transmit the virtues and principles of Ontop?
Discipline	Accountability	Does it deliver the requested activities and/or deliverables in a timely manner and with quality?	Does it establish different work methods that allow it to responsibly carry out its work?	When a job goes wrong, does it tend to admit responsibility?	Does the activities you carry out comply with the company's expectations?
Be Kind	Team Work	Does it encourage and motivate its work team to meet previously established objectives?	Does it function adequately in a work group?	Provides constructive and useful opinions, always thinking of a common goal?	Respond constructively to the mistakes of others, assuming them as a team?
	Empathy	Does it understand the needs of customers (internal / external)?	Does it take the needs of the interlocutors as its own to provide a timely solution?	Does it tend to understand / understand opinions that go against its thinking?	Is it capable of differentiating its emotions from those of the other interlocutors?
Have each other's backs. Be there and fair	Leadership	Inspire others to growth and continuous learning?	Handle conflicts appropriately?	Take the initiative to solve problems?	Does it monitor and provide feedback in order to improve the achievement of objectives?
	Decision Making	Does it make decisions autonomously?	Does it make decisions thinking about the consequences in the short / medium and long term?	Make decisions cautiously, avoiding risks that could affect the productivity of the area?	Before making a decision, does it ensure that the information is complete and truthful?
Speak up. Be radically candid no matter the rank	Assertive Communication	Does it communicate openly and effectively with others?	Show an open and receptive attitude to diverse opinions?	Does it use different methodologies to establish better communication strategies?	Does it communicate in such a way that the interlocutor can understand what it is referring to?
Life without a purpose is like a body without a soul	Emotional intelligence	Does it keep its emotions and behavior in check, even during high-pressure situations?	Does it assertively express emotions of anger and sadness in any scenario?	Does Ontoper feel motivated to work for this company?	When it is not clear about an activity or process, does it tend to ask for help?
Enjoy your work	Commitment	It attends the training to which it is summoned, in order to improve situations that may affect its performance.	Does it follow up on its commitments in order to meet the expectations of the organization?	Does it take on responsibilities not related to its position, in order to leverage the company's strategy?	Does it go the extra mile necessary for the optimal performance of its actions?
Deliver magic	Growth Mindset / Innovation / Continuous Improvement	Does it keep up to date with the differences in industry trends?	Is it recognized as an expert in its specialty and/or role?	Share its knowledge and experience as an agent of change and propagation of new ideas and technologies.	Break paradigms through innovative ideas?