

| | Vision | Leadership | Collaboration | Expertise |
|----------|---|--|---|---|
| 1 | <i>Task</i> <ul style="list-style-type: none"> You approach problems from the perspectives of the people they affect. You accurately estimate time required to complete tasks. You complete well-defined tasks. | <i>Self</i> <ul style="list-style-type: none"> You do the right thing consistently. You're a positive influence. You have a mentor. You share your thoughts clearly, even when they're not popular. You're accountable for your decisions. | <i>Contributing</i> <ul style="list-style-type: none"> You say, "thank you." You are respectful. You are eager to learn from your teammates. You are an active contributor. | <ul style="list-style-type: none"> You have knowledge and abilities that contribute to company goals. You look for learning opportunities. You learn new skills and deepen your knowledge. |
| 2 | <i>Project</i> <ul style="list-style-type: none"> You reevaluate priorities in response to new information. You anticipate common pitfalls when designing solutions. You design solutions for long-term use. | <i>Team</i> <ul style="list-style-type: none"> You regularly help and encourage others. You make yourself available to mentor others. You communicate thoughtfully and respectfully, even in difficult conversations. | <i>Sharing</i> <ul style="list-style-type: none"> You share your strengths and communicate your limitations. You win or lose with your team. You build up others with recognition and feedback. You are an effective teacher. | <ul style="list-style-type: none"> You look for opportunities to improve how you work. You develop broad knowledge within your field that contributes to the company's goals. You understand why things work. |
| 3 | <i>Client</i> <ul style="list-style-type: none"> You design resilient solutions that hold up in the real world. You recognize and adapt to company and client constraints. You contribute to client strategy. | <i>Company</i> <ul style="list-style-type: none"> You are a positive motivating force. You consider differing perspectives when making decisions and take responsibility for the results. You proactively work to solve or prevent issues. You facilitate safe and constructive communication, especially in the face of conflict. | <i>Connecting</i> <ul style="list-style-type: none"> You connect people who will make each other and the team better. You actively seek criticism and self-improvement, and help others do the same. You prioritize your team's progress over your own. | <ul style="list-style-type: none"> You know and integrate core concepts from other disciplines. You know the tools available and you pick the right one for the job. You develop deep knowledge across your field that contributes to the company's goals. |
| 4 | <i>Company</i> <ul style="list-style-type: none"> You anticipate how external factors may affect the company and our clients. You contribute to company strategy. You identify internal threats to the company and its values. | <i>Community</i> <ul style="list-style-type: none"> You create excitement about the company. You find opportunities and advocate for the advancement of others. You are an influencer in your field. | <i>Extending</i> <ul style="list-style-type: none"> You define and document best practices that make the company more effective. You build beneficial relationships with people outside of the company. You identify and work to counteract your biases. | <ul style="list-style-type: none"> When the right tool for the job doesn't exist, you create it. You have deep knowledge across disciplines that contributes to company goals. You reliably solve any problem in your field in a timely manner. |