

Kyle Timins - Competencies

Provide comments (employee and manager) and rating (manager only) about the employee's actions and behavior related to Insurity's Core Values. Be descriptive and use examples that demonstrate how the employee embraces the Core Values. The descriptors below are designed to help you think about examples of behaviors that represent each core value:

- BE AWESOME: approaches each day with energy and enthusiasm; embraces change and continuously seeks to improve how we work; takes a "good enough isn't good enough" approach.
- OWN IT: acts proactively and takes individual responsibility for success; makes clear and informed decisions and follows through on commitments.
- DO THE RIGHT THING: transparent with good news and bad; seeks fairness; pushes for win-win outcomes to build long-term relationships.
- MOVE MOUNTAINS: works as a unified team with intensity and urgency to satisfy the needs of clients.
- CELEBRATE TOGETHER: recognizes achievements; expresses appreciation to teammates;

Rating Scale Three Point

Section Weight10%

Core Values		Competency Weight: 100%
Provide comments (employee and manager) and rating (manager only) about the employee's actions and behavior related to Insurity's Core Values. Be descriptive and use examples that demonstrate how the employee embraces the Core Values, which are: Be Awesome; Own It; Do the Right Thing; Move Mountains and; Celebrate Together.		
Hide details...		
Type	Core Values	
Notes		
Kyle Timins, Employee		- Own It: Fix issues that got brought upon by MSXML6 and Billing XML issues I had created.
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Melissa Koneski, Manager	Im confident that Kyle's approach to his day-to-day work can embody our core values, but I have not seen this be a concentrated focus for Kyle in our time working together. Kyle has certainly responded to my expectations for his day-to-day work -- being accountable and accessible were 2 big areas of improvement that had been needed. Now that Kyle is achieving fairly consistently on both of those fronts, I want to see him take a greater interest in embodying our core values in the work that he does. This is not to say that he doesnt embody our core values, but seeing continuous evidence of this in play on a routine / daily basis is an area of growth for Kyle.	
1	I know that Kyle has desire to contribute in these ways, and I am committed to helping him achieve in this space!	