FLEX 360

Please rate your LEVEL of AGREEMENT or DISAGREEMENT with the following statements:

Thinking & Acting Strategically

1. Brings potential opportunities and solutions to address identified trends

2. Consistently bringing to the table information about the external environment, identifying opportunities for ACME and areas of exposure

3. Contributes to the development of the overall vision and strategic plan for the organization

4. Demonstrates passion and drive for the future of ACME

5. Demonstrates the values and ethics of ACME and is a role model to others in this area (Respect, Excellence, Compassion, Integrity, Teamwork)

6. Translates the organizational strategy into operational plans within their unit guided by the organizational vision

   Do you have any comments you would like to share?

Cultivating Exceptional Teams

7. Builds a high performance team by attracting talent and retaining only those who can effectively contribute

8. Creates an environment where growth and development are a way of life

9. Holds themselves accountable for their own decisions and conduct, taking responsibility when errors occur instead of blaming others

10. Self-aware and adjusts their coaching style based on the needs of the individual

11. Sets a positive example for personal responsibility in their work and interaction with others

    Do you have any comments you would like to share?

Collaborating with Partners & Key Stakeholders

12. Able to attract exceptional partners and resources to the organization

13. Able to position the organization a trusted advisor with key sectorial decision makers or influencers

14. Actively builds and sustains the ACME brand

15. Builds and sustains inter-departmental partnerships that leverage the expertise of both teams to the benefit of the organization.

16. Builds and sustains partnerships with external partners to create win-win solutions to the benefit of both organizations

17. Engages with high value stakeholders to advance ACME's position within the sector

    Do you have any comments you would like to share?

Promoting Innovation and Guiding Change

18. Accepts failures in order to foster an environment of developing novel solutions

19. Acts as a leader of positive change while being mindful of the scope and pace of change.

20. Champions a culture of innovation and continuous improvement

21. Constructively challenging the status quo.

22. Encourages bold thinking, informed risk-taking

    Do you have any comments you would like to share?

Achieving Operational Excellence

23. Delivers results and exceeds expectations while maintaining a health and safe work environment

24. Effective and efficiently manages ACME's financial, technological, and people resources to meet organizational outcomes and governance standards

25. Makes decisions based on evidence and information

26. Takes ownership of these decisions and their impact on ACME

    Do you have any comments you would like to share?

Making a Difference

27. Demonstrates the confidence and courage to embrace only those opportunities that align with the organization strategy

28. Develops solutions and programs that address real issues and challenges identified through active engagement of stakeholders

29. Integrates measurement and evaluation methodology into our work to ensure the solutions we generate have a positive impact on clients and community

30. Leverages ACME's core strengths and strategic positioning to identify areas of true impact

    Do you have any comments you would like to share?

Please Note: Brief examples of specific behaviors or situations would be helpful

Do you have any additional comments on EMPLOYEE's overall performance
as it relates to their job responsibilities?

Please provide any additional comments on what you value or appreciate most about

EMPLOYEE's leadership effectiveness, style or behaviors

What would you suggest to EMPLOYEE as an area of focus and/or development?