

Team Values Assessment

Source: [www.nctraining.ncgov.com/.../Team%20Values%20Assessment%20\(revised%20including%20prog](http://www.nctraining.ncgov.com/.../Team%20Values%20Assessment%20(revised%20including%20prog)

Instructions: Do not place your name on this assessment. First, honestly reflect on your individual values as they pertain to those listed below and rate your performance. Second, honestly reflect on your entire unit as a whole and rate the entire unit’s performance on these same values. Third, if you also belong to a specific program please complete that column.

<i>Team Values</i>	<i>My Performance</i>							<i>Our Unit’s Performance</i>							<i>Our Program’s Performance</i>						
	Low			High				Low			High				Low			High			
	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
Trust	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
Respect	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
Honesty	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
Practicing Confidentiality	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
Ethical Practice	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
Open communications on a regular basis on all levels	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
Joint annual planning by team members	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
Being allies and supporters of each other for better or worse	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
Ability to keep criticism/feedback professional	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
(*) Inclusiveness	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
(*) Innovation	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
(*) Social Responsibility	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
(*) Customer Driven Excellence	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
(*) Results	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
Totals:																					

Developed by: Robert Sanchez-Langston, MSW

(*) = Organizational Values

Inclusiveness: We embrace behaviors and actions that respect and honor the background, diversity and contribution of all in the community.

Innovation: Creation of an environment that encouraged looking for improvements that will take less time, mean better quality and faster delivery of services.

Social Responsibility: We value accountability to the public in and outside of the workplace, exercising ethical behavior and taking an interest in the welfare of the community.

Customer Driven Excellence: Improving our customer’s perception of our organization, realizing they are the ultimate judge of our performance; admitting mistakes and learning from them, “hearing what our customers have to say”, anticipating changes in customer needs.

Results: Reviewing organizational performance and creating strategies for improvement, focusing on strategic direction balancing our partners and customers needs with our organizational goals.