

Our Shared Values Scoring Tool

Instructions: When scoring nominations be sure to ask yourself:

Does this individual/team live the value they are being nominated for in a way that is congruent with the overall mission and values of the organization?

If there is evidence in the nomination to indicate that this individual is NOT holistically living our mission and values, this should significantly impact their nomination score.

Please use this scoring tool to rank each of the nominations. Thank you for your participation and commitment to this important process!

<p>Human Dignity</p> <p>We affirm that every person has sacred value and is worthy of respect.</p> <p><u>NOTES:</u></p>	<p>Human Dignity Behaviours:</p> <ul style="list-style-type: none"> • Shows people that they matter unconditionally <ul style="list-style-type: none"> - Practices patience with self and others - Helps people feel seen; acknowledges people even if they don't acknowledge you - Values the unique contributions of all roles and areas within the organization • Cares for people as whole persons: <ul style="list-style-type: none"> - Learns about and appreciates people as whole persons (e.g. beyond diagnoses, work roles, etc) - Appreciates people for who they are, without assumptions, judgements, prejudice or discrimination, recognizing that each person has their own lived experience - Shows respect for people's traditions, customs, values, beliefs, needs, and preferences • Is respectful and attentive: <ul style="list-style-type: none"> - Gives full attention; takes time to actively listen to hear what is said - Respects people's time (e.g. keeping informed, providing context and explaining any changes upfront) - Learns about and meets people's communication preferences (e.g. refers to people by their chosen name and pronouns, accommodates language needs and cognitive / sensory abilities) 										
	Shows no evidence of value behaviours			Minimal evidence of value behaviours		Moderate evidence of value behaviours		Significant evidence of value behaviours			Substantial and comprehensive evidence of value behaviours
	0	1	2	3	4	5	6	7	8	9	10
	0	1	2	3	4	5	6	7	8	9	10
	0	1	2	3	4	5	6	7	8	9	10
	0	1	2	3	4	5	6	7	8	9	10

We enable health and healing by understanding each person's needs and by providing care with kindness and sensitivity.

- **Engages in behaviours driven by empathy and a desire to help others:**
 - Responds to, comforts, and supports those experiencing challenges / showing distress
 - Seeks input to ensure that compassionate behaviors are having their intended impact; shows willingness to apologies and change behavior when needed
 - Aligns work and actions with the core purpose of helping and with Unity's Care Experience Charter
- **Shows kindness to others and self:**
 - Practices self-reflection, self-compassion, self-care, forgiveness of self and others
 - Reflects on and acknowledges the circumstances, perspectives, and feelings of others
 - Asks & listens to others - their expectations, needs, & what matters most to them without judgement
- **Cultivates hope and gratitude:**
 - Sees and shares hope even in difficult circumstances
 - Celebrates the strengths and contributions of others; looks for the good in self and others
 - Practices gratitude and appreciation for ordinary, everyday actions.

[illegible]

We strive to achieve the best care and quality through innovation and continuous improvement.

- **Grows personally and professionally to serve all in need to the best of their ability:**
 - Pursues meaning and purpose through growth and development and supports others to do the same
 - Learns from the successes and failures, addresses mistakes and feedback for continuous learning and improvement and supports others to do the same
 - Continuously tracks, reflects on and achieves measurable improvements
- **Collaborates and innovates for the purpose of helping:**
 - Looks for opportunities to share our learning and resources with Unity Health and wider community
 - Includes all stakeholders in collaborative decision making (patient centered, community engagement)
 - Identifies and shares opportunities for improvements large and small; uses critical thinking to apply the best approach possible (evidence based practice, policies, etc)
- **Strives to deliver the highest standard of work:**
 - Works towards success based on personal, team, organizational, and community goals and needs
 - Recognizes where extra effort is needed and seeks initiative to get the job done, including seeking support if needed
 - Dedicated to meeting the eight dimensions of quality: effective, efficient, person-centered, safe, timely, equitable, patient and family partnered care, and wellness.

[illegible]

Together we embrace
diversity, trust, joy and
teamwork to fulfill human
potential.

- **Creates a welcoming, safe, joyful environment for the hospitality of all:**
 - Welcomes and encourages differing opinions, allows people to feel comfortable sharing their ideas
 - Fosters joy in work by strengthening camaraderie and belonging (taking time to connect, creating fun and memorable experiences)
 - Values patients, residents, family members and the wider community as co-designers and experts
- **Helps people and communities flourish:**
 - Encourages and creates opportunities for social connection
 - Makes decisions that consider the impact on individual, communities, environmental sustainability
 - Encourages others to use their strengths, believe in themselves, take calculated risks and lead regardless of job role
- **Builds healthy relationships with internal and external groups**
 - Builds connections across the organization and with external communities
 - Communicates openly, honestly and follows through on commitments to build trust
 - Engages in dialogue around differences with openness

[illegible]

<p>Inclusivity</p> <p>We foster an inclusive, welcoming environment where everyone is treated equitably and without judgment.</p> <p><u>NOTES:</u></p>	<p>Inclusivity behaviours:</p> <ul style="list-style-type: none"> • Communicates with humility in a person-centered and culturally responsive manner <ul style="list-style-type: none"> - Demonstrates humility by listening to and learning about the experiences of others from their perspective - Reflects on the impact of language and commits to using inclusive language - Shares information in a way that others understand • Applies self-awareness of privileges, power, biases, actions and language to build greater equity <ul style="list-style-type: none"> - Explores how biases and systems privilege or marginalize persons and populations - Is aware of and addresses structures and barriers that contribute to inequity - Engages in ongoing self-reflection, learning and unlearning; does not put the onus on individuals with lived experience to educate • Takes action towards social justice, anti-racism, anti-oppression and anti-discrimination <ul style="list-style-type: none"> - Identifies, interrupts and educates about incivility, micro-aggressions, gossip, and harassment - Advocates for social justice and works to create equity in health, wellbeing, education, resources and opportunities - Co-creates spaces that are accessible, safe and welcoming to all, across abilities, cultures and needs 										
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COMMENTS: