

A set of actions that describe how you perform your job and how you conduct yourself as a Texas State employee. (All **behaviors are embedded into the online system** and are assessed at the end of the year).

Behaviors include:

- Collaboration / Teamwork** – Changes his/her interpersonal style and approach based on the circumstance; modifies his/her approach based on cues from others; makes an effort to treat people in a way that makes them feel comfortable and respected. Shows enthusiasm toward being a member of the group; actively participates in team meetings and activities; Leverages the skills and interests of coworkers to achieve goals and solve problems; supports team decisions
- Initiative** – Takes action on his/her own without being prompted; handles problems independently; able to resolve issues without relying on extensive help from others; does more than is expected or asked
- Leadership** – Actively supports organizational goals and values; demonstrates enthusiasm toward the company's goals and mission; aligns actions around organizational goals
- Ownership / Accountability** – Takes accountability for delivering on commitments; owns mistakes and them as Opportunities for learning and development; openly discusses his/her actions and their consequences both good and bad