



Agrium's Core Values Feedback Tool

Legend	
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2	Demonstrates the behavior <u>intermittently</u> under specific circumstances.
1	<u>Seldom</u> or <u>never</u> demonstrates.

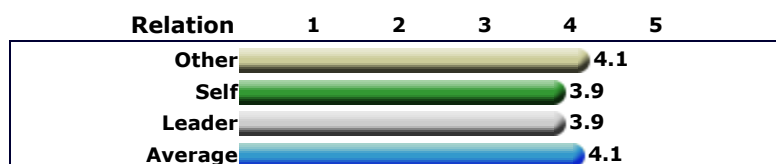
All Respondents Selected	
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# Responses	
Other	3
Self	1
Leader	1

Agrium Sample Report

Results Orientation

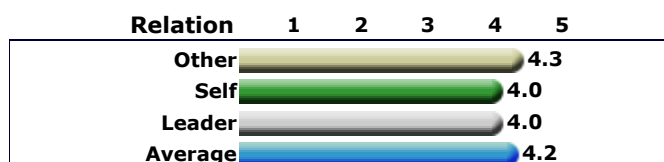
- Inspires all to achieve the right business results in the right way, at the right time.
- Holds self and others accountable for personal commitments, behaviors and results.



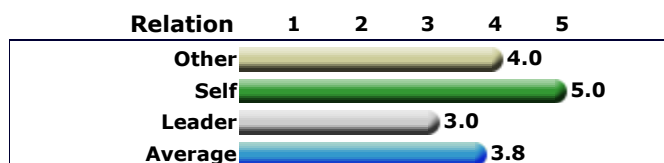
Comments:

- Very Results Oriented and gets things done!
- Always striving to get things done.
- Always gets things done on time and within scope.
- Very dependable and able to get results when needed.

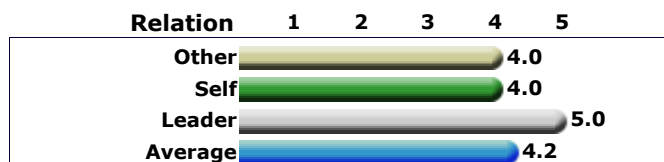
1. Safety first; ensures safety and well-being of self, fellow workers and general public; and protects the physical assets and reputation of the company



2. Takes initiative in delivering results through an appropriate balance of speed and excellence

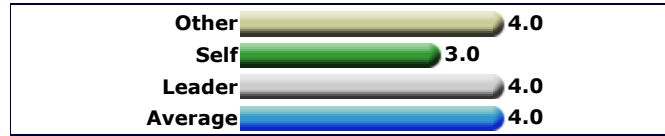


3. Produces effective and efficient solutions with a focused sense of urgency that are aligned with business priorities

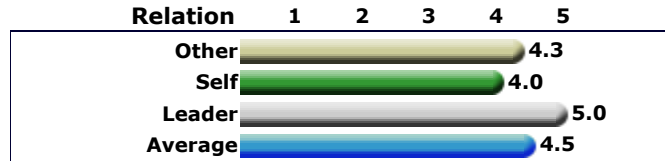


4. Utilizes diverse ideas and approaches to deliver results

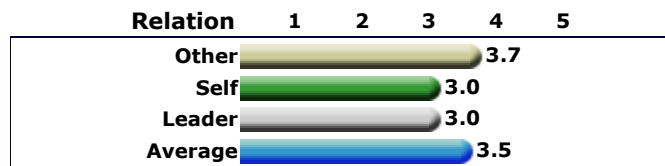




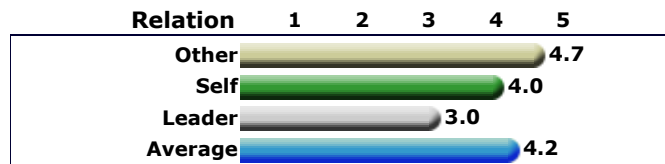
5. Creates relationships and shares knowledge across the business to respond to business challenges and global growth



6. Demonstrates common sense and thinking skills to deliver the greatest contribution



7. Works collaboratively and shares knowledge across business units, functions and work locations to achieve sustainable results





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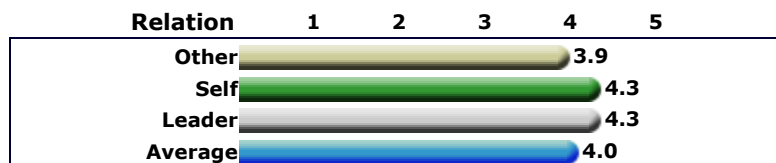
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Ownership Mindset

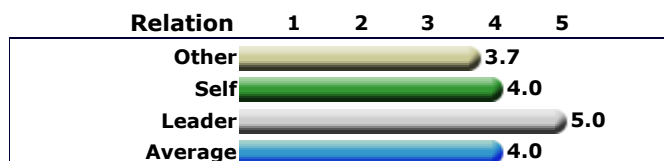
- Takes accountability for behaviors and actions by focusing on all key stakeholders to create value and the best possible results



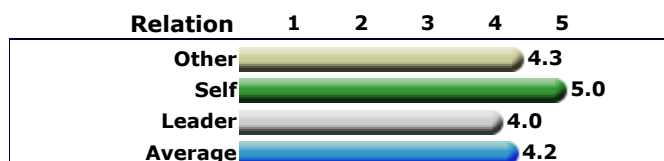
Comments:

- Considers many things before making a decision
- Could do better at taking control of situations.
- Takes ownership of his role and delegates work effectively.
- Takes charge of various situations and is able to recommend required changes to get the job done.

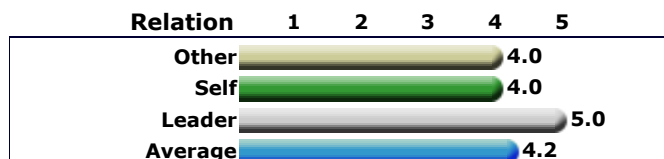
1. Demonstrates passion for the success of our customers through developing relationships to efficiently satisfy their needs



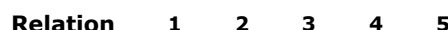
2. Consistently behaves in a safety-conscious manner, by following safety procedures, and by using best practices and sound judgment to recognize, assess and reduce safety risks

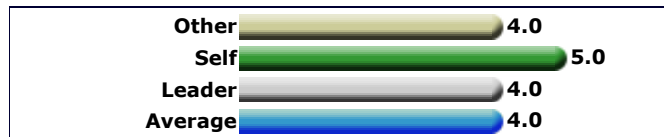


3. Ensures that the right people get the right information for decision-making and implementation

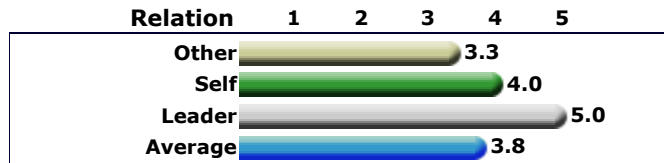


4. Uses sound decision-making processes to make objective and timely decisions, even when the data is limited

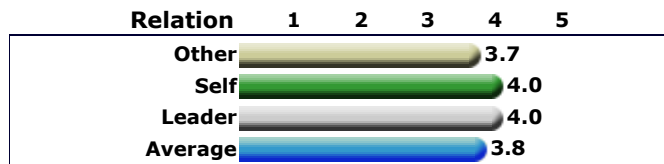




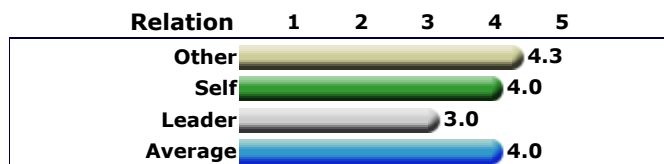
5. Takes responsibility for building diversity and inclusion by valuing differences in how people think and behave



6. Actively seeks opportunities to contribute



7. Works through the unexpected to deliver on commitments with no excuses or blame





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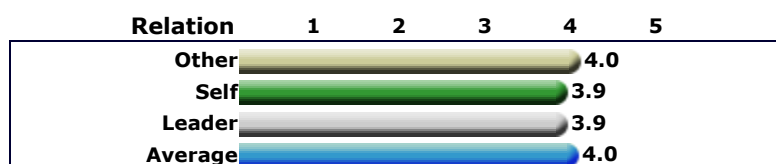
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Integrity

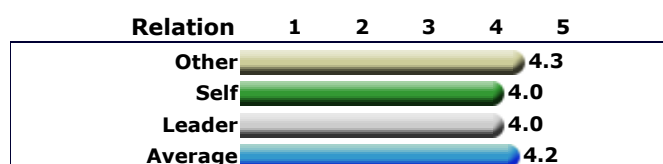
- Respects others, follows through on commitments in an open, honest and straightforward way.
- Is honest and congruent in all interactions.



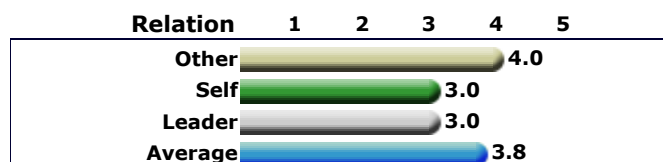
Comments:

- Integrity is key to success of the company.
- Does not lose integrity when under pressure.
- Never waivers in the face of adversity.
- I trust this person to be open and honest with their feedback.

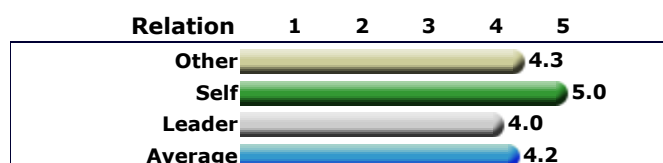
1. Shares intentions, ideas and concerns, openly and respectfully to deliver results



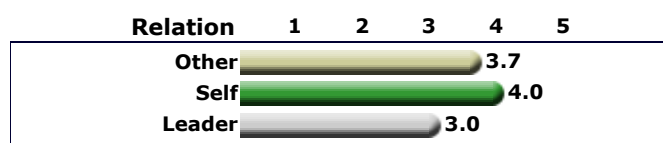
2. Proactively identifies, reports and resolves safety concerns; regardless of consequences



3. Builds effective partnerships to achieve personal and organizational success

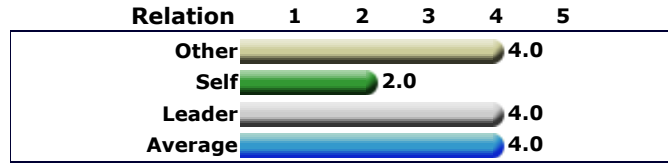


4. Motivated to do the right thing; even if it is at the expense of herself/ himself

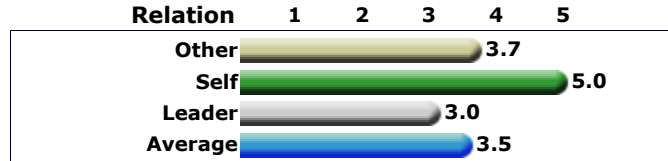




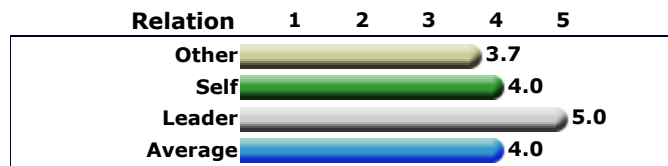
5. Earns and maintains trust by honoring commitments



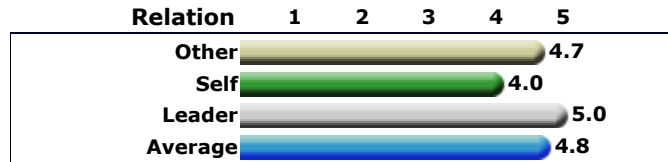
6. Treats others with dignity and respect. Exhibits good judgment; even if it is not the majority opinion



7. Conducts affairs guided by Agrium's Code of Business Conduct and professional ethics



8. Listens generously to others and shares knowledge freely





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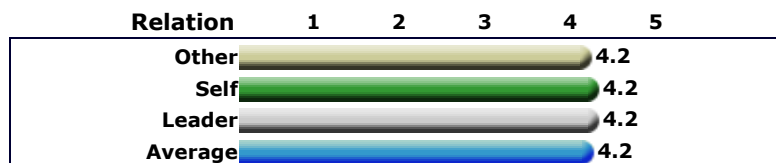
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Capacity for Change

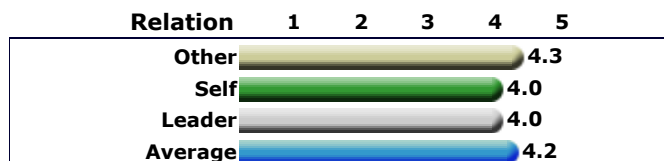
- Possesses a spirit of innovation in the pursuit of excellence.
- Achieves results in spite of barriers and difficulties.



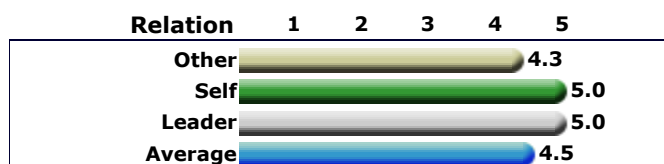
Comments:

- Change Management programs are a success!
- Led several change sessions to help adapt with the new programs.
- Leads change initiatives by example. Very effective.
- Several Change Management initiatives were brought forward and successfully implemented, thanks to all of the hard work.

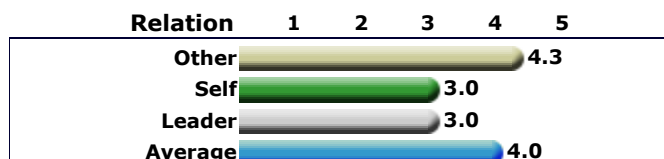
1. Balances sound judgment with prudent risk-taking when making business decisions



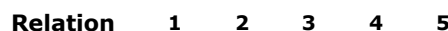
2. Easily adapts to, accepts and advocates change that continuously improves safety performance

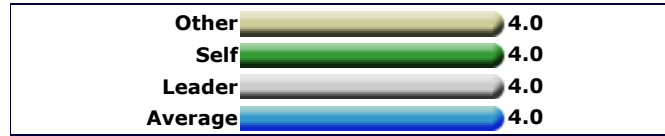


3. Initiates, enables and creates change by providing suggestions to challenge the status quo

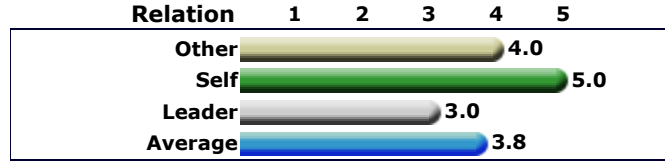


4. Contributes to an environment where innovative thinking is encouraged and mistakes are treated as learning opportunities

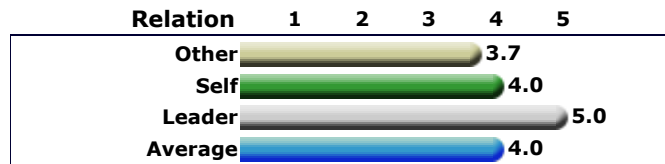




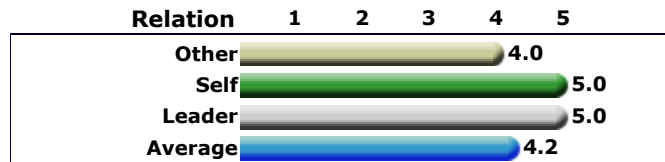
5. Demonstrates humility through asking for help, being open to feedback and sharing knowledge



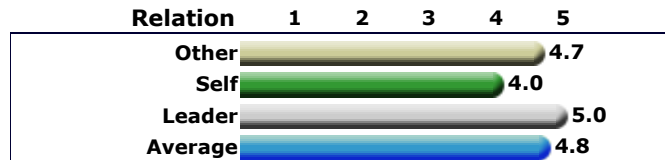
6. Demonstrates flexibility in anticipating and adapting to changing business conditions, diverse talent and global growth



7. Participates as a team player to support change that is important for the business to thrive



8. Demonstrates flexibility and agility as we strive for continuous improvement





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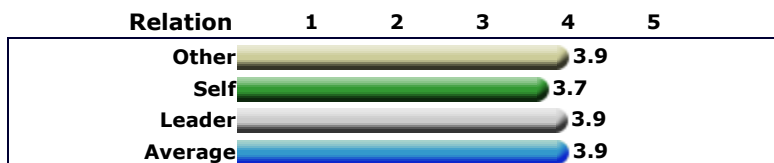
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Inspired Leadership

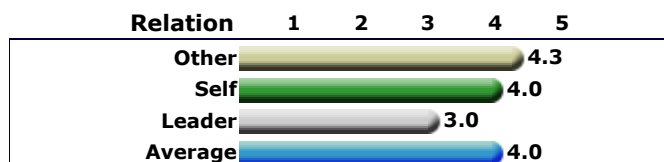
- Holds self-accountable for the success of everyone using feedback and coaching as mutual learning opportunities.



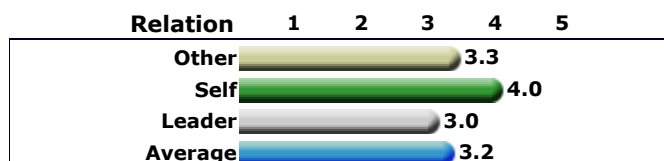
Comments:

- Great leadership skills!
- Always inspires others to do well through example.
- Great leadership.
- A true leader, is able to inspire staff and get results.

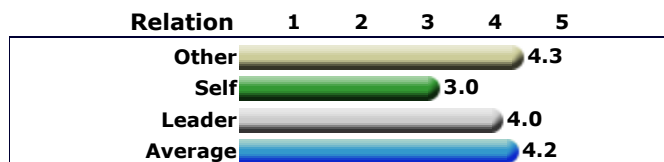
1. Demonstrates commitment to the well-being and success of others



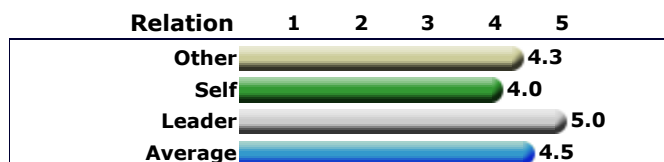
2. Demonstrates active, genuine and continuous support to foster a "safety-first" culture



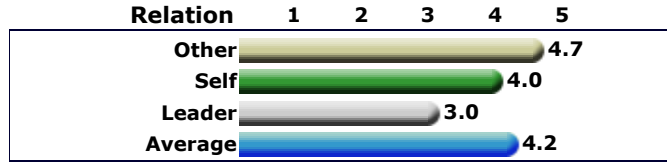
3. Creates an environment where different knowledge and backgrounds are freely shared and leveraged



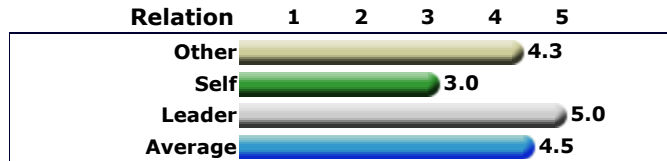
4. Actively seeks feedback to understand strengths and gaps to continuously improve performance



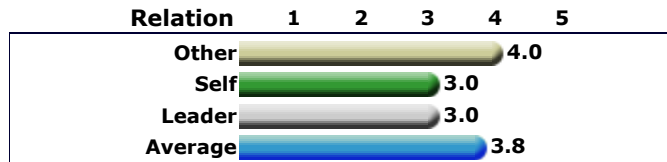
5. Motivates others through example to create value



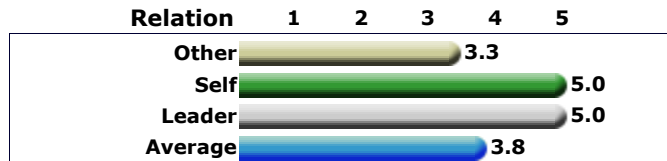
6. Creates and takes advantage of learning opportunities and shares with others



7. Acts as a leader when necessary



8. Demonstrates knowledge of what drives motivation in diverse team members



9. Provides recognition, coaching and feedback to others

