

ROLE/JOB TITLE

NAME

TEAM/DEPARTMENT

MOST IMPORTANT NUMBER

Organizational Culture

This section aligns every role to the organizational purpose, mission, and values/behaviors.

PURPOSE

MISSION

VALUES/BEHAVIORS

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How this role creates value

This is not “what” you do, but how you create value for your team and the organization.

Outcome Based Responsibilities (OBRs)

These are NOT your job duties or tasks; these are why you do them, the results or outcomes through which you create value. List 2-4 OBRs and their associated Key Performance Indicators.

OBR	KPI

Capabilities

The primary skills/capabilities needed to achieve the Outcome Based Responsibilities.

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