

# Results Focus

### Definition

*Focuses on results and desired outcomes and how best to achieve them.*

Successfully meeting expectations for results focus at Baylor College of Medicine means that the individual consistently displays all or some of the following behaviors.

### Results Focus Behavior Statements

Assumes responsibility and accountability for successfully completing assignments or tasks.

- Systematically evaluates opportunities, targeting those with the greatest potential for producing positive results
- Defines, develops, and implements systems and processes to measure effectiveness
- Manages multiple, simultaneous tasks and/or project to support achievement of goals
- Provides consistent follow through on assigned tasks and provides timely responses to requests from others
- Accepts responsibility for outcomes of one's work
- Responds to setbacks with renewed and increased efforts

Self-imposes standards of excellence rather than having standards imposed.

- Evaluates proposed actions and timelines against organizational mission, vision, and values
- Sets high standards of performance for self and others
- Works to overcome obstacles
- Admits mistakes and refocuses effort when appropriate
- Meets productivity standards, deadlines, and work schedules
- Makes the best use of available time and resources

Establishes courses of action for self and others to ensure that work is completed efficiently.

- Takes advantage of available resources to complete work efficiently including coordinating with internal and external partners
- Establish realistic objectives based on resources available
- Communicate goals and performance plans to allow for proper decisions to be made
- Regularly revisits goals and priorities to ensure work is moving in the proper direction
- Anticipates events or occurrences that could have a negative impact and develops plans to mitigate