



Commitment Contract

I commit to:

(Goal/Direction)

until or by _____
(Date)

if I am able to receive or find the following items from _____
that are required to support my commitment:

1. Consistent, Clear Direction (what is stated above does not change)

2. Resources:

3. Protections:

4. Motivations:

5. Respect and support

6. And that you will help me stay accountable with these measurements:

If during this time, direction changes so much that I feel less committed, we'll review and may update or cancel this contract.

Signed: _____

Dated: _____



Value Template:

Value: Commitment. At _____, we value leaders and teammates who stay committed. We give our people the appropriate resources, protection, direction, and respect to reach our goals. We strive to align their motivations with ours while holding them accountable with measurement to deliver great work. The result is that we achieve a high level of excellence for our organization which makes us stronger in any market we approach.

Here's a template that you can use for every annual review. Have your employees fill out this statement:

In order to hold up the Commitment value, I have done the following thing(s): *(Each employee fills this in. Please choose one or more below.) Describe how you...*

- provided or asked for appropriate resources, protection, or direction.

- gained respect from, or grew respect for, a colleague.

- explored my own personal motivations to see how they align with what the business is asking of me.

- held someone accountable or held myself accountable when needed.

- showed commitment to my company

- showed commitment to my team



Survey

Below is a survey to help us see if you have what you need to feel committed to reaching our organization's goals. Please choose the answer that best matches how much you agree or disagree with each statement:

Direction:

I believe my team knows exactly what we are supposed to do at any given time.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I believe my team knows exactly where we are headed over the next year.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I know exactly what is expected of me in order to do the best job I can do.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

My leaders give very consistent direction, without significant change.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Resources:

I have everything that I need to do my job most effectively.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

My team has everything that it needs to do its job most effectively.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

When our team needs something, our leadership quickly gets us what we need in order to do our job effectively.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Accountability:

My leadership fully expects me to deliver on all of my commitments at the end of our development period.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

We track clear metrics on our program, so we know how well we are doing.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

At any point, my leader and I know exactly how close I have gotten to achieving my goals for the period.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Our team regularly delivers on all of our commitments at the end of our development period.



☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I am generally able to deliver on all of my estimated work by the end of a development period.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Motivation:

My financial needs are being met here.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

My career needs are being met here.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I feel a high level of autonomy in my work.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I am not micromanaged.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I am learning about or mastering something of value. while working on this effort.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I have a sense of purpose here.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Protection:

In any given development cycle, our team is able to stay focused on our commitments and avoid any distractions from the outside.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

In any given development cycle, I am an able to stay focused, and I don't get distracted working on things outside of my commitments.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

In any given development cycle, no one comes up to me and asks for favors or tasks outside the ones I have already committed to.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree



Respect:

I respect my boss.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

My boss respects me.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I respect all of my teammates.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

All of my teammates respect me.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

My company respects my role in this organization.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Fortifiers:

Communications:

We use email very effectively to get our jobs done.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

We use meetings very effectively to get our jobs done.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

We use documentation very effectively to get our jobs done.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

We use our project management tools very effectively to get our jobs done.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Training:

My on-the-job training has been very effective in preparing me to do a better job.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Our team wide training has been very effective in helping us to do a better job.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

My company or team clearly invests in regular training so that we can do a better job.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree



Ramp-up:

Our ramp-up documentation and process need no improvement.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Our ramp-up and documentation process affectively get our new hires integrated into our team as quickly as possible.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Our leadership makes it clear that they value a good community-driven ramp up process for new hires.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Team Building:

Our team building exercises occur regularly.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Our team building exercises are effective at helping me to get to know my teammates.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Our team building exercises are effective at helping me to get to know my leadership.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I feel like a critical part of my team.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Leaders, you are welcome to add other fortifiers to your survey listings.

Overall Trust:

I trust my leadership to care about me and my personal needs.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I trust my leadership to care about my career moving forward.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I trust my leadership to care about my personal growth.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I trust that my teammates are doing the best job they can.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I trust my organization will look out for me when times get hard.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree



Turnover:

I do not plan to leave this organization anytime soon.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Should I decide to leave this organization, I will first talk with my leaders to share why I want to leave and give them an opportunity to help me resolve my concerns and stay.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I have no reason that would make me want to leave this organization.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I have no reason that would make me want to stay.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I like my company.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I like my boss.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

Commitment:

I have everything I need to fully commit to delivering my work on time.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I am ready to work more hours here and there to ensure I meet my commitments.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

I often do work more hours than expected to ensure I meet my commitments.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

This organization gives me no compelling reasons to work more than a normal work week.

☐ strongly disagree ☐ disagree ☐ neither disagree not agree ☐ agree ☐ strongly agree

(Pick one) I like my:

☐ company more than my team ☐ team more than my company ☐ company and team the same