



## Value-Added Employee Assessment

Employees are everywhere, but valued-added employees, VAE, are rare. What is a Value Added Employee? VAEs are those who earn their paycheck, are role models for others to emulate, and get the job done under the most trying of circumstances. VAEs are believers, they believe in the company's vision, they believe in the company's leadership, and they believe in themselves. VAEs have high levels of self-esteem, self-motivation, and self-reliance; all of which makes them very self-confident. Are you a VAE?

To find out if you are a VAE take the following assessment by checking all of the behaviors below that apply to you. Remember now, tell the true and shame the devil.

- I engage in outrageously cooperative behavior
- I avoid the "if only" mindset; optimize the resources you already have
- I am constantly learning new skills, especially advancement skills
- I know more than I need for your current job
- I educate myself on my own nickel
- I am curious about how the company that employs me makes and loses money
- I create a coworker network comprising same-value people-VAE
- I minimize wasting resources; especially mine and other's time
- I am safety conscious in my work environment and on the job
- I stay healthy by eating less, exercising more, and give-up dangerous habits and life styles
- I come to work each day on time prepared both physically and mentally
- I avoid the silo mentality, closed, your way or no way
- I have Zero tolerance for Attitude deficient People; become a ZAP-per
- I am an accelerator and not an inhibitor to productivity
- I spend company money as if it came out of my pocket
- I execute my tasks as if I own the company
- I am a great follower; embracing the company vision and living its mission
- I am a proactive problem solver and not a problem whiner
- I stay focused on both my internal and external customers
- I learn the job of those around me, especially those that provide me or need my input
- I mastered the critical elements of my job and trained a backup
- I am constantly reinventing myself and prepared to lead when called upon
- I do more than that which I am asked to do and set my personal performance-bar high
- I am a high-performance and low-maintenance employee
- I am constantly making suggestions to improve performance, productivity, and profitability
- I am not just responsible for my actions or lack thereof but stand accountable
- I am an agent of change; embracing change as a constant to incremental improvement
- I learn from my mistakes and freely share that knowledge with others
- I manage myself before others have to do it for me
- I have a passion for what I do and communicate the same in all my actions and deeds

Count the number of behaviors you identified with; your VAE Quotient is: \_\_\_\_\_

Value-Added Employees have a VAE Quotient of 25 or greater. If your VAE is less than 25 but more than 21, you have the right idea and with a little effort, you can elevate yourself to VAE status; however, if your VAE quotient is 20 or below you have a lot of behavior modification to do. The good news is that after taking this assessment you will know what to do.