

NOP, Inc. - Individual Results - Christopher Smith, Technology

	Individual 2/17/2023	Department 2/17/2023	Company 2/17/2023
Integrity	4.40	4.27	4.04
Maintains a positive attitude each day and constantly leads by example.	3.80	3.91	3.96
Follows through with commitments.	5.00	4.63	4.12
Safety	5.00	4.70	4.55
Performs all work using best practice safety standards and procedures.	5.00	4.82	4.56
Establishes and maintains safe daily routines.	5.00	4.58	4.54
Accountability	4.60	4.32	4.09
Takes ownership of actions and focuses on ways to continuously improve.	5.00	4.37	4.11
Fulfills responsibilities to coworkers and employer.	5.00	4.55	4.12
Asks questions to gain understanding and prevent mistakes.	3.80	4.03	4.03
Teamwork	3.80	3.84	4.04
Uses teamwork to divide the task and multiply the success.	3.80	3.75	4.01
Fosters open communication to coordinate activities, share knowledge & skills.	3.80	3.94	4.07
Respect	3.80	3.81	4.00
Respects business decisions as being made in the best interest of the company.	3.80	3.77	4.06
Respects everyone and keeps an open mind on opinions and views.	3.80	3.85	3.95
Quality	5.00	4.56	4.33
Focuses on meeting and exceeding our customers' expectations.	5.00	4.49	4.41
Continuously improves the quality of their work.	5.00	4.64	4.25
Total	4.43	4.25	4.18

MANAGING YOUR IMPROVED PERFORMANCE to LIVE OUT THE 360 VITAL FEW MEASURABLE BEHAVIORS of "CalPortland Mojave"

360 INPUTS	1 NEVER	2 OCCASIONALLY	3 HALF the TIME	4 MOST of the TIME	5 ALWAYS			
360 SCORE	less than 1.9	2.0 to 2.4	2.5 to 2.9	3.0 to 3.4	3.5 to 3.9	4.0 to 4.2	4.3 to 4.7	4.8+
IMPROVEMENT STEPS	Reach out to understand 360 Vital Few expectations.	Find one area to focus on each day and ask your team for MoLo suggestions.	Expand from one area to two areas to focus on each day.	Ask someone who is scoring at 4.0 or higher how they do it.	Identify your low scoring areas and focus on improving them.	Make what you generally do into what you always do.	Keep improving as you are a role model for others.	Ask your manager how you can help others improve and do it.

NOP, Inc. - Technology - Team or Department Results

	Department 2/17/2023	Company 2/17/2023
Integrity	4.27	4.04
Maintains a positive attitude each day and constantly leads by example.	3.91	3.96
Follows through with commitments.	4.63	4.12
Safety	4.70	4.55
Performs all work using best practice safety standards and procedures.	4.82	4.56
Establishes and maintains safe daily routines.	4.58	4.54
Accountability	4.32	4.09
Takes ownership of actions and focuses on ways to continuously improve.	4.37	4.11
Fulfills responsibilities to coworkers and employer.	4.55	4.12
Asks questions to gain understanding and prevent mistakes.	4.03	4.03
Teamwork	3.84	4.04
Uses teamwork to divide the task and multiply the success.	3.75	4.01
Fosters open communication to coordinate activities, share knowledge & skills.	3.94	4.07
Respect	3.81	4.00
Respects business decisions as being made in the best interest of the company.	3.77	4.06
Respects everyone and keeps an open mind on opinions and views.	3.85	3.95
Quality	4.56	4.33
Focuses on meeting and exceeding our customers' expectations.	4.49	4.41
Continuously improves the quality of their work.	4.64	4.25
Total	4.25	4.18

NOP, Inc. - Technology - All Team Members

	Department 2/17/2023	Christopher Smith	Matthew Reed	Mike Lox	Ricky Howe	Robert Zale
Integrity	4.27	4.40	4.10	4.66	3.65	4.55
Maintains a positive attitude each day and constantly leads by example.	3.91	3.80	3.20	4.66	3.50	4.40
Follows through with commitments.	4.63	5.00	5.00	4.66	3.80	4.70
Safety	4.70	5.00	4.40	5.00	4.10	5.00
Performs all work using best practice safety standards and procedures.	4.82	5.00	5.00	5.00	4.10	5.00
Establishes and maintains safe daily routines.	4.58	5.00	3.80	5.00	4.10	5.00
Accountability	4.32	4.60	4.80	4.77	3.10	4.30
Takes ownership of actions and focuses on ways to continuously improve.	4.37	5.00	4.40	4.83	3.20	4.40
Fulfills responsibilities to coworkers and employer.	4.55	5.00	5.00	4.83	3.50	4.40
Asks questions to gain understanding and prevent mistakes.	4.03	3.80	5.00	4.66	2.60	4.10
Teamwork	3.84	3.80	3.20	4.31	3.35	4.55
Uses teamwork to divide the task and multiply the success.	3.75	3.80	3.20	4.14	3.20	4.40
Fosters open communication to coordinate activities, share knowledge & skills.	3.94	3.80	3.20	4.49	3.50	4.70
Respect	3.81	3.80	2.90	4.74	2.90	4.70
Respects business decisions as being made in the best interest of the company.	3.77	3.80	2.60	4.83	2.90	4.70
Respects everyone and keeps an open mind on opinions and views.	3.85	3.80	3.20	4.66	2.90	4.70
Quality	4.56	5.00	4.40	4.91	4.10	4.40
Focuses on meeting and exceeding our customers' expectations.	4.49	5.00	3.80	4.83	4.40	4.40
Continuously improves the quality of their work.	4.64	5.00	5.00	5.00	3.80	4.40
Total	4.25	4.43	3.97	4.73	3.53	4.58

MANAGING YOUR IMPROVED PERFORMANCE to LIVE OUT THE 360 VITAL FEW MEASURABLE BEHAVIORS of "CalPortland Mojave"

360 INPUTS	1 NEVER	2 OCCASIONALLY	3 HALF the TIME	4 MOST of the TIME	5 ALWAYS			
360 SCORE	less than 1.9	2.0 to 2.4	2.5 to 2.9	3.0 to 3.4	3.5 to 3.9	4.0 to 4.2	4.3 to 4.7	4.8+
IMPROVEMENT STEPS	Reach out to understand 360 Vital Few expectations.	Find one area to focus on each day and ask your team for MoLo suggestions.	Expand from one area to two areas to focus on each day.	Ask someone who is scoring at 4.0 or higher how they do it.	Identify your low scoring areas and focus on improving them.	Make what you generally do into what you always do.	Keep improving as you are a role model for others.	Ask your manager how you can help others improve and do it.

NOP, Inc. - Total Organization Results

	Overall Survey 02/17/23
Integrity	4.04
Maintains a positive attitude each day and constantly leads by example.	3.96
Follows through with commitments.	4.12
Safety	4.55
Performs all work using best practice safety standards and procedures.	4.56
Establishes and maintains safe daily routines.	4.54
Accountability	4.09
Takes ownership of actions and focuses on ways to continuously improve.	4.11
Fulfills responsibilities to coworkers and employer.	4.12
Asks questions to gain understanding and prevent mistakes.	4.03
Teamwork	4.04
Uses teamwork to divide the task and multiply the success.	4.01
Fosters open communication to coordinate activities, share knowledge & skills.	4.07
Respect	4.00
Respects business decisions as being made in the best interest of the company.	4.06
Respects everyone and keeps an open mind on opinions and views.	3.95
Quality	4.33
Focuses on meeting and exceeding our customers' expectations.	4.41
Continuously improves the quality of their work.	4.25
Total	4.18

NOP, Inc. - All Department Totals

	Technology 2/17/2023	Marketing 2/17/2023	Manufacturing 2/17/2023	Admin 2/17/2023	Finance 02/17/2023	Sales 02/17/2023
Integrity	4.27	3.81	3.83	3.50	4.36	4.08
Maintains a positive attitude each day and constantly leads by example.	3.91	3.90	3.66	3.20	4.54	4.08
Follows through with commitments.	4.63	3.73	4.00	3.80	4.18	4.08
Safety	4.70	4.75	4.23	4.40	4.78	4.48
Performs all work using best practice safety standards and procedures.	4.82	4.81	4.12	4.40	4.82	4.48
Establishes and maintains safe daily routines.	4.58	4.69	4.34	4.40	4.73	4.48
Accountability	4.32	3.75	3.89	4.27	4.35	4.13
Takes ownership of actions and focuses on ways to continuously improve.	4.37	3.75	3.79	4.60	4.55	4.05
Fulfills responsibilities to coworkers and employer.	4.55	3.76	3.84	4.20	4.26	4.25
Asks questions to gain understanding and prevent mistakes.	4.03	3.73	4.05	4.00	4.23	4.08
Teamwork	3.84	4.12	4.10	3.70	4.22	3.94
Uses teamwork to divide the task and multiply the success.	3.75	4.15	4.11	3.60	4.19	3.88
Fosters open communication to coordinate activities, share knowledge & skills.	3.94	4.10	4.09	3.80	4.26	4.00
Respect	3.81	4.06	3.79	3.50	4.38	4.19
Respects business decisions as being made in the best interest of the company.	3.77	4.11	3.80	3.60	4.63	4.20
Respects everyone and keeps an open mind on opinions and views.	3.85	4.01	3.79	3.40	4.13	4.18
Quality	4.56	3.96	4.20	4.10	4.57	4.42
Focuses on meeting and exceeding our customers' expectations.	4.49	3.96	4.38	4.20	4.73	4.50
Continuously improves the quality of their work.	4.64	3.96	4.01	4.00	4.41	4.35
Total	4.25	4.08	4.01	3.91	4.44	4.21

NOP, Inc. - Technology - All Team Members

	Department 2/17/2023	Christopher Smith	Matthew Reed	Mike Lox	Ricky Howe	Robert Zale
Integrity	4.27	4.40	4.10	4.66	3.65	4.55
Maintains a positive attitude each day and constantly leads by example.	3.91	3.80	3.20	4.66	3.50	4.40
Follows through with commitments.	4.63	5.00	5.00	4.66	3.80	4.70
Safety	4.70	5.00	4.40	5.00	4.10	5.00
Performs all work using best practice safety standards and procedures.	4.82	5.00	5.00	5.00	4.10	5.00
Establishes and maintains safe daily routines.	4.58	5.00	3.80	5.00	4.10	5.00
Accountability	4.32	4.60	4.80	4.77	3.10	4.30
Takes ownership of actions and focuses on ways to continuously improve.	4.37	5.00	4.40	4.83	3.20	4.40
Fulfills responsibilities to coworkers and employer.	4.55	5.00	5.00	4.83	3.50	4.40
Asks questions to gain understanding and prevent mistakes.	4.03	3.80	5.00	4.66	2.60	4.10
Teamwork	3.84	3.80	3.20	4.31	3.35	4.55
Uses teamwork to divide the task and multiply the success.	3.75	3.80	3.20	4.14	3.20	4.40
Fosters open communication to coordinate activities, share knowledge & skills.	3.94	3.80	3.20	4.49	3.50	4.70
Respect	3.81	3.80	2.90	4.74	2.90	4.70
Respects business decisions as being made in the best interest of the company.	3.77	3.80	2.60	4.83	2.90	4.70
Respects everyone and keeps an open mind on opinions and views.	3.85	3.80	3.20	4.66	2.90	4.70
Quality	4.56	5.00	4.40	4.91	4.10	4.40
Focuses on meeting and exceeding our customers' expectations.	4.49	5.00	3.80	4.83	4.40	4.40
Continuously improves the quality of their work.	4.64	5.00	5.00	5.00	3.80	4.40
Total	4.25	4.43	3.97	4.73	3.53	4.58

NOP, Inc. - Marketing - All Team Members

	Department 2/17/2023	Albert Costen	Carl Santana	Jake DeVon	Ron Knight
Integrity	3.81	3.95	3.69	3.80	3.80
Maintains a positive attitude each day and constantly leads by example.	3.90	4.10	3.58	4.10	3.80
Follows through with commitments.	3.73	3.80	3.80	3.50	3.80
Safety	4.75	5.00	4.28	4.85	4.85
Performs all work using best practice safety standards and procedures.	4.81	5.00	4.52	4.70	5.00
Establishes and maintains safe daily routines.	4.69	5.00	4.04	5.00	4.70
Accountability	3.75	4.00	3.58	3.40	4.00
Takes ownership of actions and focuses on ways to continuously improve.	3.75	4.10	3.58	3.50	3.80
Fulfills responsibilities to coworkers and employer.	3.76	3.80	3.34	3.50	4.40
Asks questions to gain understanding and prevent mistakes.	3.73	4.10	3.82	3.20	3.80
Teamwork	4.12	4.25	4.04	3.95	4.25
Uses teamwork to divide the task and multiply the success.	4.15	4.10	4.28	4.10	4.10
Fosters open communication to coordinate activities, share knowledge & skills.	4.10	4.40	3.80	3.80	4.40
Respect	4.06	4.40	3.93	3.65	4.25
Respects business decisions as being made in the best interest of the company.	4.11	4.40	3.82	4.10	4.10
Respects everyone and keeps an open mind on opinions and views.	4.01	4.40	4.04	3.20	4.40
Quality	3.96	4.10	3.82	4.10	3.80
Focuses on meeting and exceeding our customers' expectations.	3.96	4.10	3.82	4.10	3.80
Continuously improves the quality of their work.	3.96	4.10	3.82	4.10	3.80
Total	4.08	4.28	3.89	3.96	4.16

NOP, Inc. - Manufacturing - All Team Members

	Department 2/17/2023	Aaron Chance	Bart Frank	Gerry Donner	Mark Gill	Leon Krusoe	Rick Cotton	Zane Hart
Integrity	3.83	3.90	2.05	4.04	4.40	3.95	4.20	4.28
Maintains a positive attitude each day and constantly leads by example.	3.66	4.00	0.30	4.04	4.52	3.80	4.20	4.76
Follows through with commitments.	4.00	3.80	3.80	4.04	4.28	4.10	4.20	3.80
Safety	4.23	4.00	3.80	4.40	4.88	4.25	4.60	3.68
Performs all work using best practice safety standards and procedures.	4.12	3.80	3.80	4.52	4.76	3.80	4.60	3.56
Establishes and maintains safe daily routines.	4.34	4.20	3.80	4.28	5.00	4.70	4.60	3.80
Accountability	3.89	3.87	1.80	4.20	4.60	4.20	4.07	4.52
Takes ownership of actions and focuses on ways to continuously improve.	3.79	3.80	1.40	4.52	4.76	3.50	3.80	4.76
Fulfills responsibilities to coworkers and employer.	3.84	3.80	1.40	4.28	4.28	4.40	4.20	4.52
Asks questions to gain understanding and prevent mistakes.	4.05	4.00	2.60	3.80	4.76	4.70	4.20	4.28
Teamwork	4.10	4.50	2.00	4.04	5.00	4.55	4.20	4.40
Uses teamwork to divide the task and multiply the success.	4.11	4.20	2.60	4.04	5.00	4.70	4.20	4.04
Fosters open communication to coordinate activities, share knowledge & skills.	4.09	4.80	1.40	4.04	5.00	4.40	4.20	4.76
Respect	3.79	3.90	0.85	4.16	4.88	3.80	4.00	5.00
Respects business decisions as being made in the best interest of the company.	3.80	3.80	0.30	4.52	5.00	3.80	4.20	5.00
Respects everyone and keeps an open mind on opinions and views.	3.79	4.00	1.40	3.80	4.76	3.80	3.80	5.00
Quality	4.20	4.00	3.20	3.92	4.76	4.40	4.20	4.88
Focuses on meeting and exceeding our customers' expectations.	4.38	4.00	3.80	4.52	4.76	4.40	4.20	5.00
Continuously improves the quality of their work.	4.01	4.00	2.60	3.32	4.76	4.40	4.20	4.76
Total	4.01	4.03	2.28	4.13	4.75	4.19	4.21	4.46

NOP, Inc. - Admin - All Team Members

	Department 2/17/2023	Jason Molina
Integrity	3.50	3.50
Maintains a positive attitude each day and constantly leads by example.	3.20	3.20
Follows through with commitments.	3.80	3.80
Safety	4.40	4.40
Performs all work using best practice safety standards and procedures.	4.40	4.40
Establishes and maintains safe daily routines.	4.40	4.40
Accountability	4.27	4.27
Takes ownership of actions and focuses on ways to continuously improve.	4.60	4.60
Fulfills responsibilities to coworkers and employer.	4.20	4.20
Asks questions to gain understanding and prevent mistakes.	4.00	4.00
Teamwork	3.70	3.70
Uses teamwork to divide the task and multiply the success.	3.60	3.60
Fosters open communication to coordinate activities, share knowledge & skills.	3.80	3.80
Respect	3.50	3.50
Respects business decisions as being made in the best interest of the company.	3.60	3.60
Respects everyone and keeps an open mind on opinions and views.	3.40	3.40
Quality	4.10	4.10
Focuses on meeting and exceeding our customers' expectations.	4.20	4.20
Continuously improves the quality of their work.	4.00	4.00
Total	3.91	3.91

NOP, Inc. - Finance - All Team Members

	Department 2/17/2023	Barry Park	Nathan Sherman	Dave Blake	Michael Stanton	Ray Massie
Integrity	4.36	3.65	4.25	4.40	5.00	4.49
Maintains a positive attitude each day and constantly leads by example.	4.54	4.40	4.70	4.28	5.00	4.31
Follows through with commitments.	4.18	2.90	3.80	4.52	5.00	4.66
Safety	4.78	5.00	5.00	4.28	4.76	4.83
Performs all work using best practice safety standards and procedures.	4.82	5.00	5.00	4.52	4.76	4.83
Establishes and maintains safe daily routines.	4.73	5.00	5.00	4.04	4.76	4.83
Accountability	4.35	4.10	4.10	4.44	4.84	4.26
Takes ownership of actions and focuses on ways to continuously improve.	4.55	4.40	4.10	4.76	5.00	4.49
Fulfills responsibilities to coworkers and employer.	4.26	3.80	3.80	4.28	4.76	4.66
Asks questions to gain understanding and prevent mistakes.	4.23	4.10	4.40	4.28	4.76	3.63
Teamwork	4.22	4.25	4.40	3.80	4.64	4.06
Uses teamwork to divide the task and multiply the success.	4.19	4.10	4.10	4.28	4.52	3.97
Fosters open communication to coordinate activities, share knowledge & skills.	4.26	4.40	4.70	3.32	4.76	4.14
Respect	4.38	4.40	4.70	3.93	4.64	4.23
Respects business decisions as being made in the best interest of the company.	4.63	4.70	4.70	4.52	4.76	4.49
Respects everyone and keeps an open mind on opinions and views.	4.13	4.10	4.70	3.34	4.52	3.97
Quality	4.57	4.10	4.40	4.76	5.00	4.57
Focuses on meeting and exceeding our customers' expectations.	4.73	4.40	4.40	5.00	5.00	4.83
Continuously improves the quality of their work.	4.41	3.80	4.40	4.52	5.00	4.31
Total	4.44	4.25	4.48	4.27	4.81	4.40

NOP, Inc. - Sales - All Team Members

	Department 2/17/2023	Jeff Teig	Edward Mason	Bruce Denny	Derek York
Integrity	4.08	4.40	4.10	3.80	4.00
Maintains a positive attitude each day and constantly leads by example.	4.08	4.20	4.10	3.80	4.20
Follows through with commitments.	4.08	4.60	4.10	3.80	3.80
Safety	4.48	5.00	4.40	4.10	4.40
Performs all work using best practice safety standards and procedures.	4.48	5.00	4.40	4.10	4.40
Establishes and maintains safe daily routines.	4.48	5.00	4.40	4.10	4.40
Accountability	4.13	4.87	3.70	4.40	3.53
Takes ownership of actions and focuses on ways to continuously improve.	4.05	4.60	3.80	4.40	3.40
Fulfills responsibilities to coworkers and employer.	4.25	5.00	3.80	4.40	3.80
Asks questions to gain understanding and prevent mistakes.	4.08	5.00	3.50	4.40	3.40
Teamwork	3.94	4.60	3.65	4.10	3.40
Uses teamwork to divide the task and multiply the success.	3.88	4.60	3.20	4.10	3.60
Fosters open communication to coordinate activities, share knowledge & skills.	4.00	4.60	4.10	4.10	3.20
Respect	4.19	4.60	3.95	4.10	4.10
Respects business decisions as being made in the best interest of the company.	4.20	4.60	4.10	4.10	4.00
Respects everyone and keeps an open mind on opinions and views.	4.18	4.60	3.80	4.10	4.20
Quality	4.42	5.00	4.25	4.25	4.20
Focuses on meeting and exceeding our customers' expectations.	4.50	5.00	4.40	4.40	4.20
Continuously improves the quality of their work.	4.35	5.00	4.10	4.10	4.20
Total	4.21	4.74	4.01	4.13	3.94

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360 SCORE	less than 1.9	2.0 to 2.4	2.5 to 2.9	3.0 to 3.4	3.5 to 3.9	4.0 to 4.2	4.3 to 4.7	4.8+
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