

Communication

You listen well, instead of reacting fast, so you can better understand

You are concise and articulate in speech and writing

You treat people with respect independent of their status or disagreement with you

You maintain calm poise in stressful situations

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10

Impact

You accomplish amazing amounts of important work

You demonstrate consistently strong performance so colleagues can rely upon you

You focus on great results rather than on process

You exhibit bias-to-action, and avoid analysis-paralysis

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11

Curiosity

You learn rapidly and eagerly

You seek to understand our strategy, market, customers, and suppliers

You are broadly knowledgeable about business, technology and entertainment

You contribute effectively outside of your specialty

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Innovation

You re-conceptualize issues to discover practical solutions to hard problems

You challenge prevailing assumptions when warranted, and suggest better approaches

You create new ideas that prove useful

You keep us nimble by minimizing complexity and finding time to simplify

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13

Courage

You say what you think even if it is controversial

You make tough decisions without agonizing

You take smart risks

You question actions inconsistent with our values

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14

Passion

You inspire others with your thirst for excellence

You care intensely about Netflix's success

You celebrate wins

You are tenacious

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15

Honesty

You are known for candor and directness

You are non-political when you disagree with others

You only say things about fellow employees you will say to their face

You are quick to admit mistakes

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16

Selflessness

You seek what is best for Netflix, rather than best for yourself or your group

You are ego-less when searching for the best ideas

You make time to help colleagues

You share information openly and proactively

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17

Judgment

You make wise decisions
(people, technical, business, and
creative) despite ambiguity

You identify root causes, and get
beyond treating symptoms

You think strategically, and can
articulate what you are, *and are
not*, trying to do

You smartly separate what must
be done well now, and what can
be improved later