

Values in Action Self-Assessment

At Brighton Jones we don't just talk about our values, we live by them. We've captured specific behaviors of what our values look like in action. They describe how we collaborate, communicate, and work together. These reflect our commitment to creating an inclusive culture where everyone is heard, valued, respected, and empowered to reach their full potential.

Instructions

Every candidate completes this self-assessment as part of the application process and the form takes ~10 minutes to fill out. Rate yourself on a scale of 1-6 for each statement, then tally up the total for each section. Upload your results to the application portal along with your resume and cover letter and we'll review your responses during the loop interview phase.

Commitment

We're all in and have a 'do what it takes' mentality. We approach every situation with intention and go further by asking, "What else?" regardless of our role.

Use the following scale to assess yourself for each statement: 1 = strongly disagree; 2 = disagree; 3 = somewhat disagree; 4 = somewhat agree; 5 = agree; 6 = strongly agree	
Self-score	This Value in Action looks like:
	I am proactive, do what I say I'll do, and hold others accountable to the same standard.
	I show up to interactions intentionally by actively listening, paying attention to what's happening in the present moment, and putting away distractions.
	I clearly communicate my needs, expectations, and what I don't know.
	I renegotiate my agreements and timelines if I can't meet my commitments.
	I look for ways to improve and go beyond the status quo.
	I take radical responsibility for my role and response in every situation by asking, "What parts of this do I own?" and, "How can I take more responsibility here?"
	← Tally up your total score for Commitment
Please respond with your honest self-assessment of how often you engage in these behaviors: 3 = rarely; 2 = occasionally; 1 = often	
Self-score	Non-negotiable behaviors look like:
	I miss meetings without notifying others in advance.
	I struggle to uphold my commitments.
	I'm late in following up or delayed in responding to urgent requests.
	← Tally up your total score for the Commitment non-negotiables

Curiosity

We have a learner mindset, ask thoughtful questions, invite feedback, and listen without judgement. To us, a difference in opinion is a strength, and we seek out diverse points of view by inviting others to tell us more.

Use the following scale to assess yourself for each statement: 1 = strongly disagree; 2 = disagree; 3 = somewhat disagree; 4 = somewhat agree; 5 = agree; 6 = strongly agree	
Self-score	This Value in Action looks like:
	I approach situations with a sense of possibility by asking questions like, "How might we...", "I wonder...", or, "What if..."
	I notice and name my feelings to coach myself or others through tough situations.
	I ask for feedback and view it as an opportunity to learn, not as criticism.
	When there is a difference of opinion, I explore the opposite by asking clarifying questions such as, "Tell me more...", listening without judgement, and intentionally exploring others' perspectives and lived experiences.
	← Tally up your total score for Curiosity
Please respond with your honest self-assessment of how often you engage in these behaviors: 3 = rarely; 2 = occasionally; 1 = often	
Self-score	Non-negotiable behavior looks like:
	I engage in gossip or encourage it among others.
	← Tally up your total score for the Curiosity non-negotiables

Continuous Growth

We embrace continuous improvement to reach our full potential, as individuals and as a #OneTeam. We grow purposefully as a firm to help more clients and provide financial and career opportunities for our teammates.

Use the following scale to assess yourself for each statement: 1 = strongly disagree; 2 = disagree; 3 = somewhat disagree; 4 = somewhat agree; 5 = agree; 6 = strongly agree	
Self-score	This Value in Action looks like:
	I welcome change as a competitive advantage.
	I give and receive feedback in the spirit of continuous growth, for myself and others.
	I engage in personal and professional development activities.
	I take an active role in sharing open positions or referring potential candidates to my team/company.
	I take purposeful action to build and foster a diverse work environment.
	← Tally up your total score for Continuous Growth
Please respond with your honest self-assessment of how often you engage in these behaviors: 3 = rarely; 2 = occasionally; 1 = often	
Self-score	Non-negotiable behavior:
	I view change as something negative and happening to me.
	← Tally up your total score for the Continuous Growth non-negotiables

Compassion

We are a team built on equity, respect, and a genuine desire for our clients, teammates, and global community to thrive. The care we have compels us to turn empathy into action by asking, “How can we help?”

Use the following scale to assess yourself for each statement: 1 = strongly disagree; 2 = disagree; 3 = somewhat disagree; 4 = somewhat agree; 5 = agree; 6 = strongly agree	
Self-score	This Value in Action looks like:
	I practice reflective listening and create an inclusive environment where everyone feels welcome to share their views and perspectives.
	I approach interactions and exchanges with positive intent.
	I am actively involved in philanthropy and volunteering, or look for ways to serve others.
	I deliver clear, specific, and timely feedback.
	I find ways to show I genuinely care about the people around me.
	← Tally up your total score for Compassion
Please respond with your honest self-assessment of how often you engage in these behaviors: 3 = rarely; 2 = occasionally; 1 = often	
Self-score	Non-negotiable behaviors:
	I put no effort into giving back to my community.
	I avoid giving feedback.
	← Tally up your total score for the Compassion non-negotiables

Community

We activate our network to connect our clients and teammates around their values, passions, and purpose to help them Live a Richer Life.

Use the following scale to assess yourself for each statement: 1 = strongly disagree; 2 = disagree; 3 = somewhat disagree; 4 = somewhat agree; 5 = agree; 6 = strongly agree	
Self-score	This Value in Action looks like:
	I invest time and energy into developing and maintaining connections and relationships.
	I am an active participant in the communities I'm involved in.
	I listen for the needs of clients, colleagues, and community and foster connections to bring individuals and groups together.
	I participate in-person at team and company events.
	← Tally up your total score for Community
Please respond with your honest self-assessment of how often you engage in these behaviors: 3 = rarely; 2 = occasionally; 1 = often	
Self-score	Non-negotiable behavior:
	I'm mostly absent or disengaged from company activities.
	← Tally up your total score for the Community non-negotiables

Collaboration

Our culture is based on fun, trust, and belonging. We freely share our expertise to foster creativity and innovation to produce results.

Use the following scale to assess yourself for each statement: 1 = strongly disagree; 2 = disagree; 3 = somewhat disagree; 4 = somewhat agree; 5 = agree; 6 = strongly agree	
Self-score	This Value in Action looks like:
	I demonstrate that teamwork is about building trust through credibility, reliability, and intimacy.
	I freely share knowledge and participate in the training, development, and mentorship of others.
	I share my questions and opinions openly, but once a decision is made, I exhibit an "As the team goes, so do I" mentality.
	I welcome teammates to my workplace and find ways to be inclusive and collaborative.
	← Tally up your total score for Collaboration
Please respond with your honest self-assessment of how often you engage in these behaviors: 3 = rarely; 2 = occasionally; 1 = often	
Self-score	Non-negotiable behavior:
	I let disagreements and conflicts linger by not addressing the issue directly with those involved.
	← Tally up your total score for Collaboration non-negotiables

