

THE PATH TO PARTNERSHIP

A short introduction to the attitudes, behaviors, and types of contributions that can lead to an invitation to partnership at Gibson Capital, LLC.



March 2021

SIX CATEGORIES OF PREREQUISITES

These characteristics and approaches to work are the table stakes.



These people have their priorities aligned with the firm's priorities.

These people act with integrity.

These people crush their day jobs.

"Clients First"

Character

Role
Performance



Responsibility



**Personal
Development**

**Enterprise
Value**

These people work like owners before they are owners.

These people increase the collective leadership potential of our group.

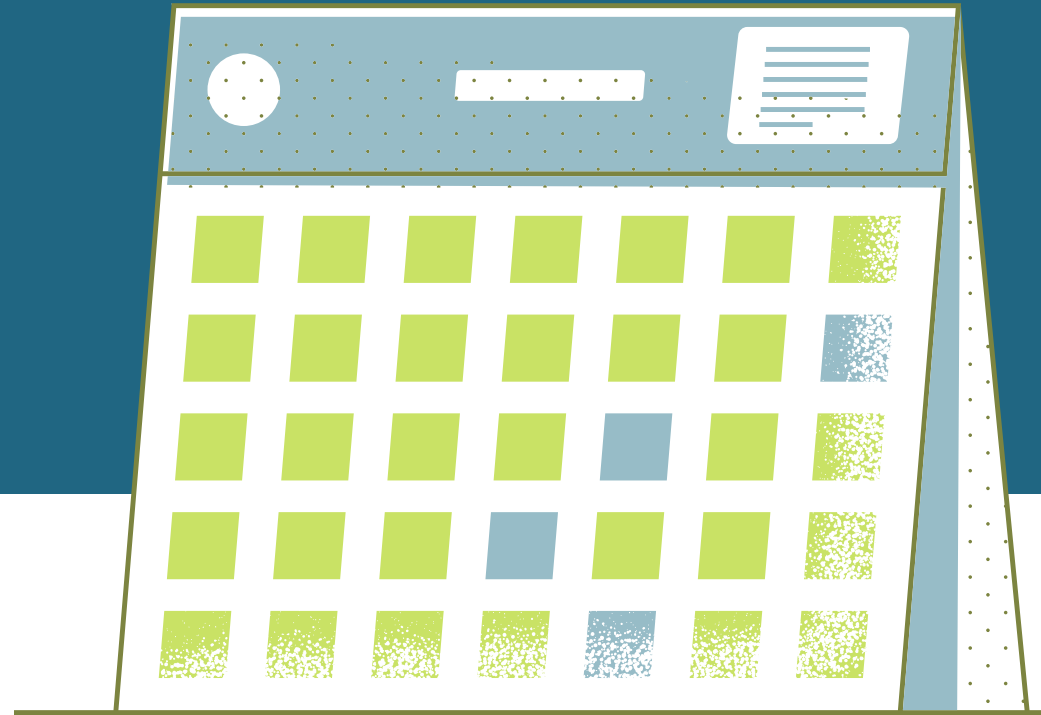
These people are our MVPs.

SIX DIMENSIONS OF CONTRIBUTIONS

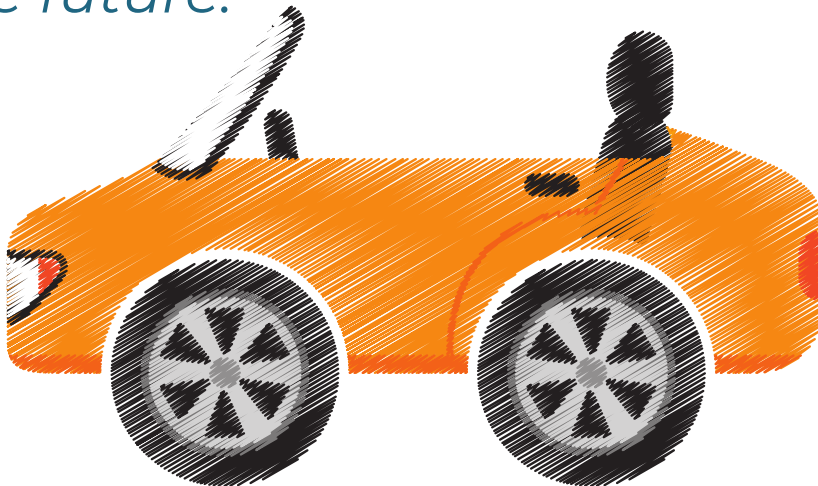


These are the types of work contributions that
potential partners make.

Strategic Contributions



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*These people drive the firm
into the future.*



Management Contributions

These people keep our work product and team moving forward.



Client Service Contributions

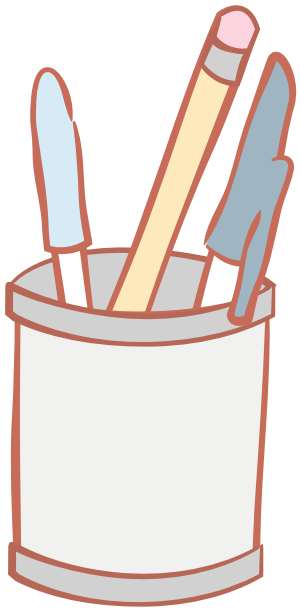
*These people
foster happy
clients.*



Intellectual Contributions



These people keep us smart.





Culture Contributions

These people create a workplace where other people want to work.



Community Development Contributions

These people bring new clients and employees to the firm.

