

## Functionary vs. Fiduciary

### FUNCTIONARY

- Completes the Task
- Other Directed
- Narrow Focus
- Delivers Information
- Responds to Needs
- Adequate Skill
- Low Relationship
- Low Level
- Meets Expectations
- Replaceable

### FIDUCIARY

- Owns the Result
- Self-Directed
- Big Picture
- Advises and Consults
- Anticipates Needs
- Exceptional Skill
- High Relationship
- High Level
- Exceeds Expectations
- Irreplaceable