

Farsight Recruitment – ‘Our Team Rules’

1. Commitment

I am committed to the Vision, Mission, Culture and success of Farsight Recruitment, to its current and future team and to its clients at all times.

2. Ownership

I am truly responsible for my actions and outcomes. I am accountable for my results and I know that for things to change, first I must change. If I have not achieved my targets or goals I do not make excuses, I concentrate on working hard to improve areas that need it.

3. Love my colleagues

I am aware that my actions affect others and because of this I treat others as I would like to be treated myself. I endeavour to inspire a positive and optimistic attitude in my work colleagues.

4. Integrity

I always speak the truth and I do not interrupt others when they are already speaking. What I promise is what I deliver. I only ever make agreements with myself and others that I am willing and intend to keep. I communicate potential broken agreements at the first opportunity and I clear up all broken agreements immediately.

5. Excellence

Good enough isn't good enough. I always deliver a service of exceptional quality, a service that adds value to all involved for the long term.

6. Communication

I speak positively of my fellow team members, my clients and Farsight in both public and private. I never listen to sarcasm or gossip. I acknowledge what is being said is true for the speaker at that moment and I take responsibility for responses I make. I always greet/farewell people with a smile and use their name. I always apologise for any upsets first and then look for a solution. I only ever discuss concerns in private with the person concerned or with my manager if I feel this is not possible.

7. Success

I focus my thoughts, energy and attention on the successful outcome of whatever I am doing. I want to win and allow others to win too. I display my inner pride, prosperity, competence and personal confidence. I am a successful person.

8. Education

I learn from my mistakes. When something goes wrong I spend time analyzing why it went wrong and adapt my procedures to ensure it does not happen again. This approach means I am always evolving. I impart practical and useable knowledge rather than just theory.

9. Team Work

I am a team player. I do whatever it takes to stay together and achieve team goals. I understand that everyone is different and always respect other team members. I treat everyone as I would wish to be treated myself. I am flexible in my work and able to change if what I'm doing is not working. I ask for help when I need it and I am compassionate towards others who ask me. I promote recognition for successes, wins and gains within the business and will actively praise team members for achieving these.

10. Balance

I have a balanced approach to life, remembering that my spiritual, social, physical and family aspects are just as important as my financial and intellectual. I complete my work and my most important tasks first, so I can have quality time to myself and my family.

11. Fun

I view my life as a journey to be enjoyed and appreciated and I create an atmosphere of fun and happiness so all around me enjoy it too.

12. Systems

I always look to the system for a solution. If a challenge arises I implement a system correction before I consider a 'people' correction. I follow the system exactly until a new system is introduced. I suggest system improvements at my first opportunity.

13. Consistency

I am consistent in my actions so my clients and team mates can feel comfortable in dealing with me at all times. I am disciplined in my work so my results, growth and success are consistent.

14. Gratitude

I am a truly grateful person. I say thank you and show appreciation often and in many ways, so that everyone around me knows how much I appreciate everything and everyone I have in my life. I celebrate my wins and the wins of my colleagues. I consistently catch myself and other people doing things right.

15. Abundance

I am an abundant person, I allow abundance in all areas of my life by respecting my own self worth and that of all others. I accept that abundance only shows up in my life to the level at which I show up.

16. Dress smart work smart

I always ensure that I dress myself in a tidy and professional manner and conduct to ensure I represent myself and my company.

17. Candour

I always air any grievances immediately with the relevant person rather than building it up internally. I understand that honest, transparent communication is the number one ingredient for a happy and productive office.