

# NATIONAL JOBLINK'S CULTURES & VALUES

- Respectful/Non-judgmental to all that walk through the door
- Core services - in the business of assisting people
- Supportive of staff and participants
- Family and friends first
- Work/life balance
- Open and transparent communication
- Safe
- Financially conscious
- Moral and ethical

## Our Culture and Values

National Joblink are committed to the highest standards of professional behaviour. We pride ourselves on our integrity and we will always ensure that we do what we say. We will balance the dual role of servicing both National Joblink and all customers regardless of age, culture, ethnicity, sex, gender and/or identity in a safe way and in a way that clearly satisfies all parties. We firmly believe that family and friends ALWAYS come first so we maintain that crucial balance between work and home!

## How will we do this?

We will achieve this by continually applying the core business values of teamwork, leadership, communication, safety and passion for continual improvement.

**Teamwork** - means that we will work together in a coordinated manner ensuring that we can bring the best parts of the organisation to bear on any issue or problem. This understanding, that the sum of the whole is more powerful than the individual parts, will ensure the best solution to any issue on offer.

**Leadership** - every staff member is required to demonstrate leadership in all that they do. Every staff member is encouraged to question what they are doing and why they are doing it. This approach gives staff the confidence to lead by example.

**Communication** is important to our development and growth. We encourage an open communication policy whereby feedback and sharing ideas contributes to our ability to grow and develop both personally and as an organisation.

**Safe** - to the best of our ability we have a responsibility to keep everyone physically and emotionally safe, especially children and youth who have an extra layer of vulnerability.

**Continual improvement** - we are passionate about continually improving what we do each and every day. We share best practice and recognise both our achievements as well as our mistakes. In that way, we continually improve personally and as an organisation.



National Joblink