**Allegiance**

​We are united with an unbreakable vision and are always committed to upholding our core values with respect, conviction and loyalty.​

As a team member you will:

* Agree with our vision and purpose
* Be loyal and honest to other team members and the organisation
* Show respect to fellow teammates
* Be dedicated to achieving our goals
* Be accountable
* Willingly support and defend your team

**Scroll Down the page for more core values.**

**Integrity**

We act at all times with honesty, trustworthiness and transparency whilst ensuring we always do what is right for our team and our clients.

As a team member you will:

* Be honest and accurate in communications with colleagues and clients
* Deliver on promises
* Mean what you say, say what you mean
* Never betray or deceive your team or organisation
* Don't exaggerate or hide the facts
* Respect the dignity of others
* Be accountable to your responsibilities
* Stay true to our moral and ethical principles
* Treat others how you want to be treated
* Act on the basis of a well-informed conscience
* Respect all legal, contractual and employment obligations
* Respect privacy and confidentiality obligations

**Teamwork**

We strive to work as a unified team, pursuing the same vision with ​loyalty and respect, despite self-motivation, circumstance or agenda.

As a team member you will:

* Work with others, not against them
* Collaborate ideas, knowledge, and tools with those who can benefit
* Be loyal
* Be united through vision
* Crave constructive criticism and feedback
* Encourage and support others
* When you see a need, help out
* Ask for help when you need it
* Communicate effectively and clearly
* Implement a responsibility culture, not a blame culture
* Listen to others with an open mind without interruption
* Never say "that's not my job"
* Understand your role within the team
* Be considerate of others
* Provide positive, helpful or constructive energy
* Be teachable and open to learning
* Say goodbye to selfishness
* Celebrate wins as a team

**Solutions**

We ​all ​share responsibility for the growth and success of the organisation by having the courage and initiative to spark change to better our brand, services and workplace.

As a team member you will:

* Identify roadblocks and suggest solutions
* Solve it, not complain about it
* Provide helpful feedback
* Think outside the box
* Be innovative
* Find the source of the problem
* Seek peer review
* Copy successful examples
* Be proactive
* Do not wait for others

**Leadership**

We each possess the ​desire​ and ability to achieve our goals while motivating and inspiring ​our team​ to ​realise our vision.

As a team member you will:

* Lead by example
* Be reliable and consistent
* Inspire others to emulate your behaviour
* Be accountable and keep others accountable
* Be willing to listen, help, encourage and coach
* Leave ego at the door
* Motivate your team
* Respect others
* Show initiative
* Move the team closer to the vision
* Bring positive energy to your environment
* Be firm and fair
* Own your role
* Go above and beyond to get the job done
* Always be looking to improve yourself
* Work to your strengths
* Work on your weakness’
* Be an ambassador to allegiance

**Fulfilment**

We are passionate about having incredible success in all aspects of our life and find fulfilment and purpose in our role​.​

As a team member you will:

* Find fulfilment and satisfaction in your everyday
* Treat this as a career, not a job
* Always grow, improve and evolve
* Find purpose in your role
* Find purpose in and a passion for our vision
* Bring positive energy to your environment
* Celebrate the success of others and the organisation