



HIREOLOGY'S CORE VALUES



PATHOLOGICAL OPTIMISM

Building a successful business from scratch requires a level of perseverance and drive that few possess. The odds are completely stacked against us: there will always be a better-funded or larger competitor; there will always be a process that's broken or something that could be done more efficiently. We accept this reality, and we focus on winning.

Anti-value: Constant negativity or pessimism



OWN THE RESULT

If we're going to succeed, we have to be accountable to ourselves for the promises we make to ourselves, our fellow Hireologists and our customers. Ownership of the results that each of us produce - good or bad - is ours. We thank our teammates for their contributions to our company's success, but we look to ourselves when things come up short. This is an awesome place to work for people who value accountability.

Anti-value: Assigning blame



CREATE WOW MOMENTS

We live in a world of low expectations and mediocrity, so we strive to exceed expectations for our customers and our teammates whenever possible. Hireologists know that a little extra effort goes a long way. We take the time to do the unexpected, because that's how we build strong relationships and create raving fans.

Anti-value: Doing the minimum required



EAGER TO IMPROVE

There's not a person here who can claim to know everything there is to know about their job. We're all learning, and Hireologists aren't afraid of feedback from our customers or teammates that helps them grow. We open our minds, drop the defensiveness and actively seek out that feedback because it energizes us. People who don't like hearing constructive feedback aren't going to like working here.

Anti-value: I know better than you do



NO ASSHOLES

We treat our teammates and our customers with trust and respect. There's zero tolerance at Hireology for disrespectful behavior, both to our teammates and to our customers. Hireologists and customers who violate this core value aren't around for very long.

Anti-value: Being an asshole