

GUIDING PRINCIPLES

TO ACCOMPLISH SMRLS' MISSION

- **Clients are the reason SMRLS exists.**

We will be guided by the SMRLS' Mission Statement as we welcome and serve our clients.

- **We are committed to producing high quality legal work.**

We will be efficient, effective and dependable. We will be hardworking and aspire to excellence.

- **We will work as a team.**

We will be supportive of our colleagues so that together we can provide high quality work for all of our clients.

- **We will value, welcome and promote diversity in all aspects of our work.**

- **We will be respectful of our clients and our colleagues.**

- **We will communicate openly, honestly, and in good faith.**

We will listen to and strive to understand those with whom we disagree.

- **We will assume good intentions.**

We will assume that our colleagues have the best interests of our clients and SMRLS at heart even when we disagree.

- **Commendation and constructive suggestions will be offered and accepted in a timely, respectful, and direct manner.**

- **We will promote a fair, effective, and supportive environment.**

We will encourage creativity and staff development.