

DIS Values Charter

Our Values Charter defines the way we work with people. It shows you the behaviours that you can expect from us and mirrors what we expect from you. These values run through us as individuals, and collectively as a multidisciplinary team, like strands of DNA. They overlap and weave into each other to create a powerful, unbreakable chain.



CARE

1. We are approachable

Whether your question is about performance or a personal issue, we ensure that talking to any of our team will always be easy and comfortable. We are happy to be questioned and challenged to explain the 'why' behind anything we do.

2. We provide time and space

We never launch straight into any training session or workshop without allowing time and space to check in with each other. We actively listen to how you are feeling and what's been happening in your life.

3. We live and work by our duty of care

Feedback and guidance is always given with the best interests of the person at heart. We are not afraid to have difficult conversations, but they will always happen in the right environment and with care and compassion.

4. Human first

We get to know people as individuals. You are never a number to us. We will invest time and effort into supporting you and your passions both inside and outside the area you have asked us to develop.

INTEGRITY

1. Improving together

We celebrate and build on each other's successes, even when we compete in sport, business, education or life. We never break each other down. We rise up together - stronger and more successful.

2. Quality over quantity

Quality is at the forefront of all we do. Our work is not a 'numbers game'. Our focus is on driving performance to the highest standards but speaking up if quantity could jeopardise quality.

3. Applying best practice

We stay informed and involved with standards and legislation, ensuring that we always apply the latest, best practice in all disciplines and sectors. Our team members continually share best practice with each other.

4. Honesty with ourselves and others

We are comfortable with being honest. We are open to sharing what's worked to overcome difficult situations. We create opportunities for everyone to share the results of what they've done so that others can apply it in their area.

PASSION

1. Performance and fun

We create a healthy balance between pushing for high performance while enjoying the ride to reach it. Relationships and rapport are the keys to building consistent success. We maximise potential without burnout.

2. Creativity and innovation

There are no rigid processes. We are eager to break boundaries and try new things to achieve the highest performance standards for our multidisciplinary team and those who work with us. We recognise that there are exceptions to every rule.

3. Empowering people

We empower people with the skills and knowledge to allow them to problem-solve. Our role is to facilitate and mentor with the aim of making the people we work with self-sufficient.

4. Desire for excellence

High performance runs through the DIS team; it's in our DNA. We thrive on the thrill of chasing growth and advances. We love what we do. We always want to be better and achieve continuous improvement.