




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 hard working 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.
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