

# The Honest Way

At Honest Communications, we're all about being an agency where people genuinely **want to come to work**, where the **"Sunday scaries" don't exist**, and where every employee feels **valued, appreciated**, and **part of the team**. To achieve this, we **embrace The Honest Way** in all that we do:

- We live and breathe the Honest values! We are always **honest**, we **go above and beyond**, we **grow together**, and we **encourage creativity** and **innovation**.
- We **spend time getting to know each other**, our clients, journalists, and any other partners we may come across during our day.
- We **work hard, take pride** in every piece of work we produce, and always **strive for perfection**.
  - We always **get stuck in, pull our weight** and **help each other out**.
- We **treat each other how we'd like to be treated** – with kindness, respect and an open mind for our differences and opinions.
- We **trust each other to work independently** and crack on with tasks, but **we're always happy to answer questions and jump in to help** when needed.
  - We aren't afraid to have **honest and open conversations**, even if they can sometimes be difficult.
- We **own our mistakes** (it's okay to make them – we're human, after all!) and we always **find a learning** before moving on.
- We **celebrate each other's successes** regularly and know that a simple thank you or shout out can make someone's day.
- We are **always learning** and know that Honest is a **safe space** to share thoughts and ideas. There is no such thing as a silly question!
- We **take pride in our work, ourselves and our environment**, and leave things better than they were when we arrived – whether it's a piece of copy we're reviewing or watering the plants on office days!
  - We **lead by example**, no matter what level of seniority.
- We **work hard** and **play hard**. We're always up for a laugh and chat, but we know when to knuckle down and take things seriously.

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