

What it takes to be the Ideal Team Player at AUDIOVISIONS

Humble

Ideal Team Players are humble. They lack excessive ego or concerns about status. Humble people are quick to point out the contributions of others and slow to seek attention for their own. They share credit, emphasize team over self, and define success collectively rather than individually.

My teammates would say:

- I compliment or praise them without hesitation
- I easily admit to my mistakes
- I am willing to take on lower-level work for the good of the team
- I gladly share credit for team accomplishments
- I readily acknowledge my weaknesses
- I offer and accept apologies graciously

Hungry

Ideal Team Players are hungry. They are always looking for more. More things to do. More things to learn. More responsibility to take on. Hungry people almost never have to be pushed by a manager or peer to work harder because they are self-motivated and diligent. They are constantly thinking about the next step and the next opportunity.

My teammates would say:

- I do more than what is required in my own job
- I have a passion for the “mission” of the team
- I feel a sense of personal responsibility for the overall success of the team
- I am willing to contribute to and think about work outside of office hours
- I am willing to take on tedious or challenging tasks whenever necessary
- I look for opportunities to contribute outside my area of responsibility

People Smart

Ideal Team Players are people smart. They have common sense about people. Smart people tend to know what is happening in a group situation and how to deal with others in the most effective way, whether it is a fellow employee, client, or vendor, they have good judgement and intuition around the subtleties of group dynamics and the impact of their words and actions.

My teammates would say:

- I generally understand what others are feeling during meetings and conversations
- I show empathy to others on the team
- I demonstrate an interest in the lives of my teammates
- I am an attentive listener
- I am aware of how my words and actions impact others on the team
- I adjust my behavior and style to fit the nature of a conversation or relationship

AUDIOVISIONS' Core Values

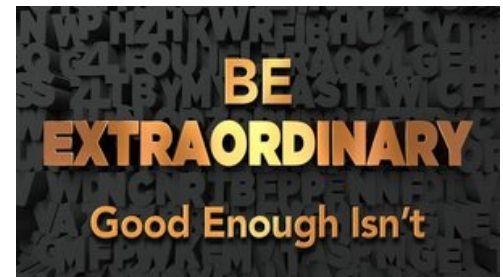
Always do the right thing

At AUDIOVISIONS, we believe it is important to always do the right thing. We believe it is important to empower our employees to balance three important questions: “Is it right for the client?” and “Is it right for our company?” and “Is it right for our team members?” We believe that when our employees use this lens and ask these questions, the solution is found when the answer is “yes” to all three. Thus ensuring that we are building a business based upon truth, trust, fairness and integrity.



Be extraordinary - Because good enough, isn't

In our passionate pursuit of extraordinary, there is no such thing as “good enough” – especially when it comes to our clients! We believe that details matter...a lot! So, at AUDIOVISIONS, we want all of our team members to go above and beyond, to build lifelong relationships with our clients, and to create excellent partnerships with the builders, architects and designers we work with. A critically important concept at the heart of this value is, what does it look like in the real, everyday world of what we do? The answer is embodied in our first value - Do the right thing. You must always be asking the three questions. We believe that it is this dedication and discipline that makes us different than our competitors...this dedication is what our clients love about us...and this dedication is what makes AUDIOVISIONS a very special place to work.



Be Pioneers - Innovate

Be the Pioneers of our Industry. If the solution is insufficient, improve it. If a solution doesn't exist, invent it. Be curious. Ask why? Ask why not? Question the status quo. Iterate. Don't fear the unknown.

