

Into Work's Values

We expect our employees to have a commitment to Into Work's values and to demonstrate them in their work.

Flexibility

- We take time to get to know people and work with them on an individual basis.
- We identify their specific needs and employment goals and adjust our support accordingly.
- We encourage flexibility in others, particularly employers, demonstrating that workplace adjustments can make all the difference to someone being successful in their new job.

Openness

- We listen actively, speak candidly, question thoughtfully and challenge openly.
- We encourage honest communications with the people we help, with employers, our staff and our partners as we believe this is needed for our services to be a success.
- We manage people's expectations for the future by matching them to realistic opportunities appropriate to their skills, abilities and areas of interest.
- We tell people when we believe things aren't working out and we need to take a new direction with them.
- We value all opinions. Our staff, whatever their job role, are encouraged to openly share their opinions and views.

Perseverance

- We go the extra mile to deliver the best outcomes we can for individuals and for the organisation.
- We challenge ourselves and ask the people we support, as well as employers, to do the same themselves.
- We encourage open experimentation and accept failure as a necessary part of change and progress.

Collaboration

- We work collaboratively with other organisations; initiating joint approaches to delivering services.
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- We provide opportunities for structured discussion, questioning and information sharing with staff.
- We nurture and support creativity and the development of new ideas and ways of working.