Commitment Letter

Thank you very much for your interest in Statius we are certainly very interested in you.

However, before going further we would like you to read and consider the following.

We are really looking for people that can commit to and live by the following principles, and feel that it best to make this apparent at an early stage, if you can commit to these principles then you are the type of person we want in our team. You are highly likely to be successful and to help our company survive and thrive.

However, if you feel this level of engagement is not right for you or that you are not willing or able to participate with us at this level, we are probably not a good fit for you.

Our expectation is that you will take the steps necessary to do what you say you are going to do and to be accountable for your actions in other words, to live “Above the Line”.

We understand that not everyone is ready for this level of commitment and we appreciate the honesty of those who decide it is not right for them. On the other hand you would make an ideal candidate for us if you are willing to commit to the following above the line principles:

* Accountability: see it, own it, solve it, do it
* Become part of the solution
* Respect for others and their feelings
* Act now
* Ask the question what else can I do?
* Ask the questions: what can I do better? What coaching do you have for me?
* Take personal ownership and pride in your work
* Reject average
* Show others that you care
* Complete or communicate (all tasks) …there should be no surprises …

We are looking for people to “apply pressure from below”, that means taking responsibility, engaging and challenging the status quo but in a positive and constructive way. We can’t promise change overnight, but we can promise change over time.

For a bit more information on “above the line” take a peek at our blog:

* https://www.statius.co.uk/blog/above-or-below-the-line/

I hope to her from you soon.

Managing Director