

CORE VALUES & NEW AGENT COMMITMENT

HOW TO WIN BIG WITH OUR TEAM:

The following Tarr Agency Core Values are your outline for massive success as well as our expectations of every agent we chose to partner with. Your adherence to them will directly determine your profitability and whether or not we invest our time into you/your business.

Absolute Integrity

How we practice:

- We value doing the right thing even when it's the hard thing - with clients, with carriers, with teammates and our mentors.
- We honor relationships and never enter into "problem" conversations where we are not part of the problem or part of the solution.
- When conflict arises, we practice open, honest and productive communication.
- We protect our culture fiercely and maintain a "drama free zone".
- We keep our commitments. There is no gap between what we say we will do and what we actually do.

Insatiable Hunger

How we practice:

- We work with excellence, always and in all ways.
- We prioritize WINNING and are not satisfied with average.
- We are obsessed with self-development and take advantage of every learning opportunity throughout the onboarding process & in our work.
- We outwork all challenges with massive activity.
- We initiate coaching opportunities often, being the squeaky wheel.
- We never miss a live training event or conference; we prioritize learning from the best and value their choice to invest in our business far too much.
- We work "UNTIL" (...the job is done, we have the results we need, we complete our commitments)

Massive Personal Responsibility

How we practice:

- We understand this is our business and actively invest the appropriate time, energy and finances into it.
- We eliminate excuses.
- We refuse to blame the system, our mentor, our circumstances or anything else for our challenges.
- We know we cannot claim the prize if we do not pay the price.

Fanatical Consistency

How we practice:

- We schedule our work and work our schedule. Week in and week out.
- We understand full time income will only come through full time effort.
- We disallow emotion from dictating our diligence; we understand our feelings follow our faithfulness.
- We apply ourselves to the entire Symmetry system, not just the parts we like or understand.
- We understand it's a numbers game, so we work the numbers.
- We do not quit.

Humble Confidence

How we practice:

- We "stay new", adopting a beginners mindset, understanding we have much to learn in every situation regardless of previous experience or current success.

- We choose to plug in to **EVERY** team Zoom, the Symmetry Sales, Building, and National Zooms, and all events; not assuming we don't "need" it.
- We are receptive to coaching/feedback and seek it out often. (Ask daily: "What should I stop doing?", "start doing?" and "keep doing?")
- We apply coaching when we receive it, demonstrating excellent stewardship of our mentor's/our own time.
- We offer feedback, when appropriate, in a constructive way.
- We work the proven Symmetry sales system and do not try to reinvent the wheel.

Radical Generosity

How we practice:

- We understand that it is more fulfilling to give than receive.
- We practice generosity with our affirmation/encouragement, our time, our energy and our income.
- We look for ways to make a positive impact on the lives of our clients, teammates, corporate staff and others we engage with.
- We show up as part of the team to give as well as receive.
- We regularly ask "Where/how can I serve?"

Unshakeable Resilience

How we practice:

- We have an insane "bounce back" factor.
- We stay solution-centered when we encounter setbacks.
- We understand we are either winning or learning; we love winning but receive learning as fuel for future growth.
- We are growth-oriented and positive people; vulnerable enough to struggle and resolved enough to push through it.
- When we get knocked down, we immediately reach out for coaching/support.

Once again, congratulations on becoming a part of the Tarr Agency team! We selected you because we believe in your alignment with these values and in your future success here. Stay Hungry and come in HOT (humble, open and transparent!) - we cannot wait to celebrate you as your success unfolds. Let's GO!!!!

Cheers to you being and becoming your best!

Ashley & Tyler



By signing below, I acknowledge that I have read and agree to upholding the Tarr Agency Core Values listed above. I understand that I will be held accountable to exercising these values as I grow and my business profitability, recognition, and promotion will be a direct reflection of my adherence to them.

Agent Name: _____

Agent Signature: _____

Date: _____

Send your signed copy of this form to careers@tarragencyinc.com. We cannot proceed with the hiring process until your signed commitment to our core values is received.

TARR AGENCY