

At The Metiss Group, we take our core values very seriously and like to give candidates some time to consider the extent to which they are aligned with your personal core values. Additionally, because they are so important, we'd like you to reflect on and describe a specific situation in your professional life in which you have demonstrated or "lived" each of these core values. We don't expect a novel, but sometimes being too brief loses the meaning or the context.

1. **Put the oxygen mask on yourself first (total being)** -take care of ourselves before our clients, and our clients will be better taken care of
2. **Skate to where the puck is going to be (mind)** - anticipate our client's needs before they realize them
3. **Find a way (body)** - get creative with client and colleague requests and general problem solving; no "can'ts"
4. **Three Musketeers (spirit)** - regardless of restraints, do what's right for the team and have personal integrity to do it whether someone sees it or not
5. **Understanding Others (heart)** - positively impact the people with whom we interact; apply behavioral intelligence to professionally show people we care