



## **LANDMARK BUILDERS**

**FOUNDED ON HONESTY, BUILT WITH INTEGRITY**

### **The Landmark Builders Philosophy**

Landmark Builders Inc. strives not only to provide quality, timely construction, but to do so in a conscientious manner. While we expect to earn a reasonable profit, our business goal is NOT to maximize profits at any cost. Such a goal tends to induce subtle motivations to reduce quality, care, or attention to detail in ones effort to increase their profit. To facilitate the Landmark philosophy we strive to hire craftsman and employees that demonstrate a commitment to honesty and integrity, display a positive can-do attitude, and simply enjoy the building industry. For it is through these workers that a project is constructed and in the process imbued with their energy, which is perhaps as important as any other component.

**Attitude:** Your attitude may very well be the single biggest factor in your enjoyment of and ability to excel in your career.

#### **Acceptable & good thought patterns:**

- 1.) What can I do to help?
- 2.) What can I do to ensure safety for myself and others?
- 3.) How can I be more efficient in my tasks at hand?
- 4.) I want to move with a sense of urgency.
- 5.) How can I learn more about the tasks I am performing today?
- 6.) There is NEVER any idle time, I can always clean, organize my work area or plan ahead.
- 7.) How can I be proactive about potential problems I see?
- 8.) I feel a sense of pride and ownership in all the tasks and projects I work on.
- 9.) I am proud to be a part of a solid, reputable company like Landmark Builders.
- 10.) I don't really see "problems," rather challenges that just need solutions.
- 11.) There is no task beneath me and I enjoy contributing to the whole.
- 12.) I want to be a part of the best, most efficient, hardworking crew.
- 13.) I trust that putting forth my best efforts will be rewarded in time
- 14.) I respect the owners, my co-workers, company tools, and the Landmark Philosophy.
- 15.) I take my career and any project I work on seriously.

#### **Unacceptable & counterproductive thought patterns:**

- 1.) This is good enough, no one will know.
- 2.) What is the least amount I can do and still get away with it?
- 3.) How do I kill the time to get through the day?
- 4.) How can I slow the pace so it's more comfortable for me?
- 5.) I see there is a problem, but someone else can deal with it later
- 6.) I am just here to get a paycheck
- 7.) I don't want to work too hard since I don't get paid enough.
- 8.) If I were to get paid more, maybe I would work harder or smarter.
- 9.) It looks like we might run out of work, maybe I should slow down the pace.
- 10.) I am too good for manual labor or dirty jobs; that should be done by cheaper workers.

I acknowledge the above philosophy and will strive to maintain the qualities outlined in the Acceptable & Good thought pattern list. I understand that a failure to do so may result in disciplinary action and ultimately termination.

---

Employee

---

Date

• LIC #: BC 26898 •  
P.O. Box 728, HALEIWA HI 96712 • PH: 808.630.0368 • FAX: 888.428.2773  
LANDMARKBUILDERS@HAWAII.RR.COM