

Managing Integrity and Civility

NACo Webinar Series

November 4, 2015



Objectives for Today

- Review core principles of the Practice of Integrity and identify key duties
- Learn how civility is a duty of integrity
- Practicing civility in the face of tough challenges from colleagues and constituents

Central Concepts of Integrity

- Duty
- Discernment
- Accommodation of multiple duties

Duty

- Fulfilling a reasonable expectation of another person or community of persons.

Discernment

- A deliberative process in which all applicable right things, or duties, are identified.



Accommodation

- The balancing of all duties



Duty of Loyalty

- The duty of loyalty applies in any situation in which a person (or community of persons) has a reasonable expectation of loyalty from another.



Duty of Truthfulness

- The duty of truthfulness applies in any situation in which a person (or community of persons) has a reasonable expectation of truthfulness from another.



Reasonable Accommodation

- A reasonable expectation **ARISES** when you make a promise, either an explicit one like a lunch date, or one that is implied by an established relationship.
- A **reasonable** expectation **CREATES** a duty to fulfill the expectation of another person or a community of persons.
- The **FULFILLMENT** of duties is what it means to practice integrity.



INTEGRITY INTENSIVE

Duty of Community

- A duty created from the reasonable expectation that all of us have of each other to preserve trust in the common institutions from which we all benefit



Duty of Loyalty

- Paying no attention to a campaign contributor after you're elected
- Denouncing a colleague publically
- Stating your controversial views on gun control at a dinner party knowing it may disrupt the party and upset the host

Duty of Truthfulness

- Tardy returning phone calls and emails
- Eavesdropping on a guide at a museum
- Listening to public radio without contributing
- Making a highly partisan campaign speech
- Using unexpired handicapped sticker after you no longer need it
- Reversing earlier pledge, you run for third term
- Failing to read a bill carefully the night before a big vote in order to attend your daughter's swim meet

Duty of Community

- Taking a free cup of coffee day after day from a friendly Dunkin Donuts server
- Buying expensive apparel at cut rate on a street corner
- Copying a DVD for a friend
- acting on an insider stock tip

Saving Private Ryan

Duty of Civility

- Civility is the gesture we make to demonstrate our willingness to interact with others for mutual well being and the common good.



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