

COUNTY COUNSEL

PLEDGE OF CIVILITY

We commit ourselves to creating a positive image of the County and ourselves by being professional in all of our communications and actions through honesty, respect, patience, courtesy and fairness.

We pledge to:

1. Make honesty, respect, patience, courtesy and fairness daily habits recognizing the diversity of our experiences.
2. Choose to be pleasant in all circumstances.
3. Listen and observe to gain understanding of the other person's point of view.
4. Be candid in communications by clearly stating goals and expectations, promptly addressing that which bothers us and recognize that only when we communicate our concerns can they begin to be addressed.
5. Disagree without being disagreeable, whenever there are differences. This includes communicating suggestions or criticism in constructive ways and at appropriate times and places.
6. Be considerate of the particular needs of others, being mindful of the stresses and circumstances under which others may be currently working.
7. Be positive by avoiding gossiping and bad-mouthing at all times.
8. Be receptive to and express appreciation for constructive criticism.
9. Express appreciation for the work and assistance of others.
10. Acknowledge requests and advise when and how we intend to respond.
11. Readily admit mistakes, learn from our errors and apologize when we have not kept this pledge.
12. Model this pledge of civility for all with whom we conduct the County's business.

To the extent we adhere to this pledge, Tulare County will be a significantly more enjoyable place to live and work.