



Commissioner's Message: INDOT Values Start With Respect

Respect is listed first among the newly established INDOT Values because it is vital to our everyday success.

As co-workers, we need to treat each other fairly and with respect. People have different skill sets, upbringings and backgrounds, but that does not mean we treat them differently. Quite the opposite, we all have the right to come to work and be respected for what we contribute to INDOT.

Respecting each other establishes a positive, professional connection between all of INDOT's hierarchies and divisions, which in turn leads to an efficient and optimized output.

INDOT's first value definition reads: "Treat others fairly. Value the individual skills, experience, diversity and contributions of fellow employees."

At all INDOT locations, whether at our districts, subdistricts, maintenance units, traffic management centers, construction worksites or central office, we have our separate work space, tasks and responsibilities. If we respect each other, we ensure effective teamwork and have a tool to sustain a cohesive, successful unit.

INDOT Values are the core behaviors that we, as an organization, will support, promote and exhibit as we work to achieve agency goals. Respect is a key tenant of those values that will guide us as we go forth.

Please safeguard your fellow employees by respecting them. Chances are they will respect you, too.

Best regards,

Michael B. Cline