



The Value Of Values

It was a pleasant surprise to see Governor Daniels take the stage during the afternoon session of our May 24 all INDOT employee meeting. Many thanks go to him for stopping by to visit and personally thank INDOT employees and to answer questions. As he stated in an opening comment, "I just wanted to intrude on your meeting just long enough to tell you how much we value what you're doing and how many compliments (of you) I hear elsewhere."

Speaking of the word "value," INDOT's third agency goal for 2012 states, in part, that we will "vigorously communicate INDOT's mission and values to employees." To help achieve this goal, we created INDOT Values to improve our culture and boost employee engagement, communication and morale. A team of Central Office and District employees worked together with me to create our four values that were introduced at the employee meeting:

1. **Respect** - Treat others fairly. Value the individual skills, experience, diversity and contributions of fellow employees.
2. **Teamwork** - Share information and seek input from co-workers and agency partners to achieve goals.
3. **Accountability** - Take personal responsibility for actions and decisions.
4. **Excellence** - Provide exceptional customer service through individual initiative, innovation and delivery of quality results.

These values are the core behaviors that we, as an organization, will support, promote and exhibit as we work to achieve agency goals.

In the words of native Hoosier, Purdue University graduate and basketball legend Coach John Wooden: *It isn't what you do, but how you do it.*

I encourage you to take Coach Wooden's words to heart and put our INDOT Values into practice.

Best regards,

Michael B. Cline