

# NACo'S 80TH ANNUAL CONFERENCE AND EXPOSITION

JULY 10-13, 2015 • MECKLENBURG COUNTY/CHARLOTTE, NORTH CAROLINA



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NACo'S 80TH ANNUAL CONFERENCE AND EXPOSITION

#NACoANN  

# *Managing Integrity and Civility*

NACo Webinar Series  
Charlotte, NC  
July 12, 2015



# Domain of Integrity

- Discernment (identifying right things)
- Duty (naming right things as duties)
- Accommodation (balancing all duties)



# Discernment

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



# Duty

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



# Accommodation

- The balancing of all duties



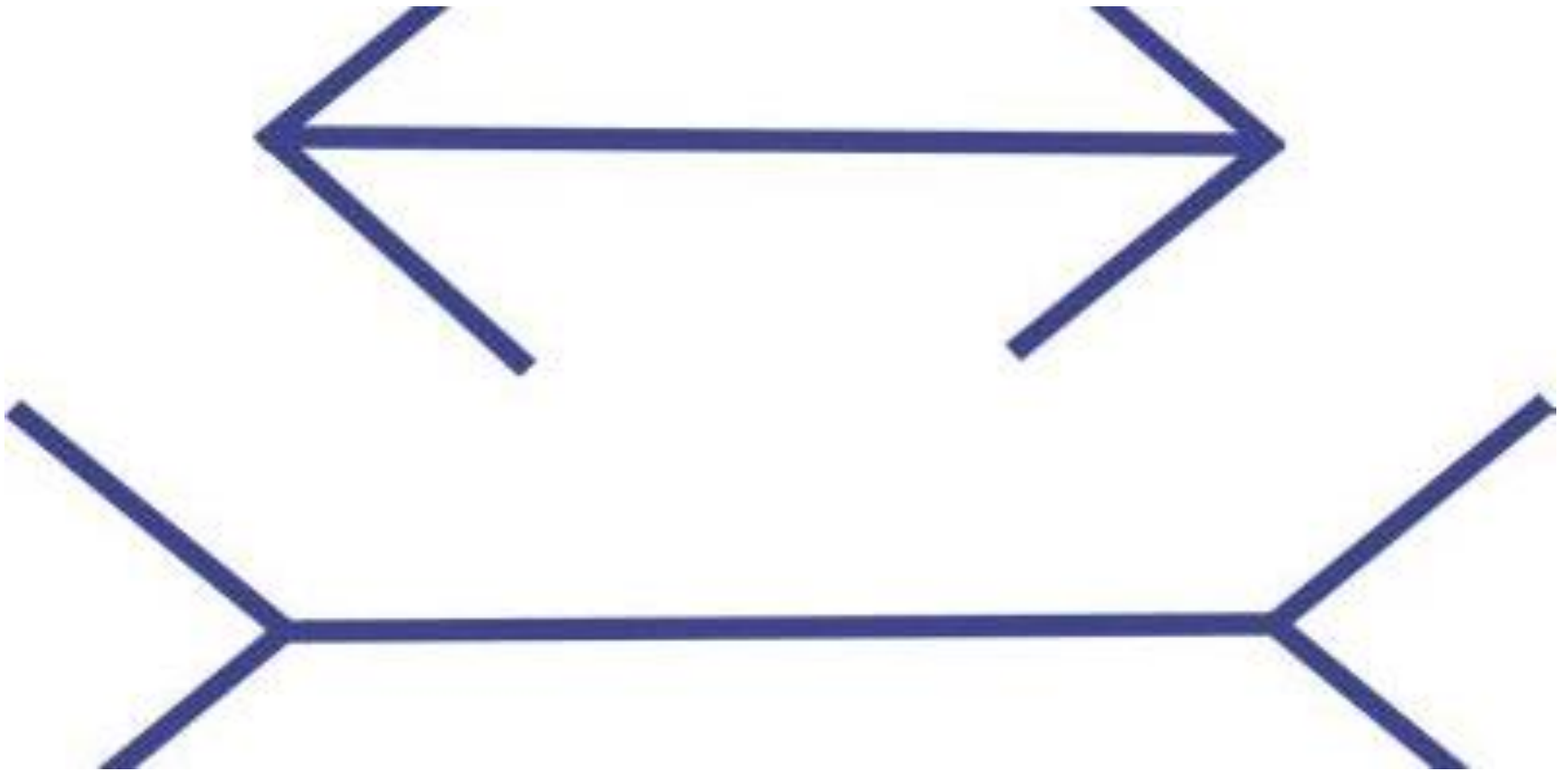


# “Right” and “Right”

- Integrity usually requires the balancing of competing duties, not a decision between right and wrong.



# Muller-Lyer Illusion



## *Scenario*1

- Do you use your influence to put in a good word for the child of a friend competing for a county job, or refrain from providing any input?

# DUTY OF LOYALTY

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



## *Scenario 2*

- Do you publically state your opposition to a colleague who makes a remark at a public meeting disparaging an ethnic group, or, find a private way to promote his sensitivity to the issue.

## *Scenario 3*

- You're an elected official who campaigned on the virtues of term limits and promised to serve only two terms. However, assessing your popularity and what you perceive as unfinished business at the county, you decide to run for a third term. Is your reversal of your promise not to run a breach of integrity?

# SELF-INTEREST AND DUTY

*Self-interest:* Automatically equating a personal convenience, deep desire, or heartfelt belief with duty.

*Duty:* Fulfilling a reasonable expectation of another person or community of persons.

|| INTEGRITY INTENSIVE



# The Vernacular of Self-Interest

- No harm, no foul.
- Charity starts at home.
- It's only a white lie.
- The Lord helps those who help themselves.
- It is a dog eat dog world.
- Get it while you can.
- To the victor goes the spoils
- It's always been done this way.
- The only person you can rely on is yourself.



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# The Vernacular of Self-Interest

- Fake it till you make it.
- Fight for your right.
- The cream rises to the top.
- Nice guys finish last
- Just following orders
- I deserve it
- What difference will it make
- No one will notice
- I'm too busy to worry about it

# The Vernacular of Self-Interest

- Why should I stick my neck out
- It's just business
- I know what's best for me
- Everyone is doing it
- Don't rock the boat
- Can't fight city hall
- I'm just defending myself.
- Looking out for number one

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