



STRIVE

Stewardship | Teamwork | Respect | INTEGRITY | Value-Added Customer Service | Excellence

Dinwiddie County Commitment to Core Values

The mission of Dinwiddie County government is to build our community through excellence in public service. This mission can only be achieved through a shared commitment to our core values. These values, which come together to form **STRIVE**, shall serve as the foundation for all that we do. Employees must **STRIVE** to adhere and demonstrate these values when representing the County; therefore, employees shall acknowledge the following commitment:

As a Dinwiddie County employee, I understand I am expected to demonstrate the following values in ways including, but not limited to, the following:

Stewardship – The job of supervising or taking care of something.

I am committed to:

- Providing the County an honest day's work, arriving at work on time, limiting time for personal conversation and activities, not exceeding the allotted break times, not leaving work early without prior authorization, and reporting work time accurately.
- Caring for and spending County funds in a conservative, responsible manner.
- Taking care of all County property entrusted to me.
- Protecting the County's reputation by not speaking ill of the County.

Teamwork – Individuals sharing ideas and knowledge and uniting to work toward one mission and vision.

I am committed to:

- Assisting my co-workers.
- Being a reliable employee, showing up for work and completing my job so that others do not have to compensate for me.
- Communicating and keeping others informed about relevant organizational matters.
- Refraining from gossiping, backstabbing, and creating friction amongst others.
- Encouraging, supporting, and recognizing others' contributions.
- Resolving conflict in a professional manner.

Respect – Regard for the feelings, wishes, rights, or traditions of others.

I am committed to:

- Listening and seeking to understand others.
- Speaking kindly to and about others without the use of harsh tones, sarcasm or profanity.

- Being polite, considerate, and appreciative.
- Treating others as I would like to be treated.
- Being accountable for my own actions and how they impact others.

Integrity – Consistently providing responsible, ethical service on personal and professional levels.

I am committed to:

- Being honest and truthful in all interactions.
- Doing the right thing at all times.
- Treating others fairly and consistently, while avoiding favoritism.
- Adhering to moral and ethical principles.
- Providing credit to others where merited.
- Not making commitments I am unable to uphold.

Value-Added Customer Service – The practice of providing solutions to problems and questions, not just responses.

I am committed to:

- Providing polite, timely, attentive, and friendly service to internal and external customers.
- Demonstrating professionalism and patience in all communications.
- Assisting internal and external customers in solving problems.
- Being flexible and available to better serve others.
- Attempting to anticipate and adapt to the needs of others.
- Providing clear, respectful communication.

Excellence – The quality of being outstanding or extremely good.

I am committed to:

- Seeking to provide superior quality work.
- Making a positive difference.
- Being resilient.
- Aiming for greatness.
- Growing and developing the County, others and myself.

Distribution of Commitment to Core Values; Employee Acknowledgement

A copy of the Commitment to Core Values shall be distributed to each County employee with an Employee Acknowledgement. Each employee shall acknowledge receipt of the commitment by signing the acknowledgement for filing in the respective employee’s personnel file.

Approved by:  Date: 5.26.22
 County Administrator