

## Marathon County District Attorney's Office Core Values

### INTEGRITY

We show honesty, openness, and demonstrate mutual respect and trust in others by:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
Accountable for Behavior	Compares self to others	Takes responsibility for work, actions & mistakes	Consistently shows successful behavior
	Judgmental of others' behaviors	Doesn't pass the buck	Helps others behave successfully
	Gossip and/or demeanor diminishes another	Talks directly with person involved, not with everybody else	
		Learns from mistakes	

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### SERVICE

We responsively deliver on our commitments to all of our internal and external customers by:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
Building relationships (victims, law enforcement, judges, COC, DOC, MCDSS, community)	Talks negatively about department	Pleasant, Open-Minded, Helpful	Takes initiative
	Doesn't respond to inquiries/calls	Understands importance of request	Doesn't wait for assignment, but volunteers to help others
	Cuts others off	Timely response	Takes over work to help others without self-promotion
	Fails to address questionable work	Demonstrates empathy	
		Case is prepared	
		Accept others for who they are. Do not jump to judgment.	
		We are a good partner, even when our partners are not.	
		We get people to people who can help them.	
		We maximize resources to get our work done (time, technology, expertise of others).	

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### SHARED PURPOSE

We function as a team to attain our organizational goals and work collaboratively with our policy makers, departments, employees, and customers by:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
Build the team to ensure justice	Not performing a task because it is "Not my job".	Have a global view/understanding of how my work impacts others and act accordingly.	Committed to others' success as much as their own.
		Respects other team members' roles.	Recognizes a need and volunteers to address it.
		Does quality work, not just quantity.	
		I am the face of the DA's Office.	

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### QUALITY

Providing public services that are reflective of "best practices" in the field.	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
	Does their part of the work without caring if other parts were done correctly or at all.	Takes responsibility for the totality of the work.	Chooses to be constructively involved in the improvement of the DA's Office.
	Keeps performing work the way they always have done, unwilling to learn other, more effective, ways.	Applies critical thinking to work – "Is there something more?"	
		Keeps current with best practices.	
		Proficiently uses all resources available.	

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### RESPECT

	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
	Engages in conversations that demeans or diminishes another.	Maintains professionalism in appearance and actions.	Works to improve relationships and work environment through direct and constructive communication.
		Values everyone's worthiness and respects their roles.	
		Does not engage in conversation that diminishes others.	
		Generous with recognition and acknowledgement of accomplishments.	