

SPIRIT of USG

S = Stewardship: *Carefully Managing State Resources*

With privilege comes responsibility. As public employees we have an obligation to the taxpayer and the state of Georgia to make sound financial decisions. Our actions can directly impact the economic viability of the state. We should never lose sight of that.

P = Prevention: *Raising Awareness*

Consistent messaging should reinforce the expectation for employees to “do the right thing.” When someone falls short of this expectation there will be consequences – consequences that are readily apparent to everyone.

I = Integrity: *Building a Culture of Ethical Behavioral*

There is no room for mental debate. Ethical decision making should be so engrained in the work culture that employees know what to do instinctively. A value-driven work environment is intrinsically rewarding.

R = Responsibility: *Upholding Our Duty to Report*

Suspected malfeasance must be reported. Know the requirements. Don't be complicit by your silence.

I = Inspiration: *Leading by Example*

Forget about lip service. It's not just about meeting compliance standards...rather, it's about exerting moral leadership in everyday decisions in ways that will inspire others to act accordingly. An inspiring leader embraces guiding principles for the greater good. Their decisions are perceived as fair, even if unpopular.

T = Trust: *Preserving Public Confidence*

As educators we carry tremendous influence. We must take care that our words and actions do not breach the trust of our constituents.