

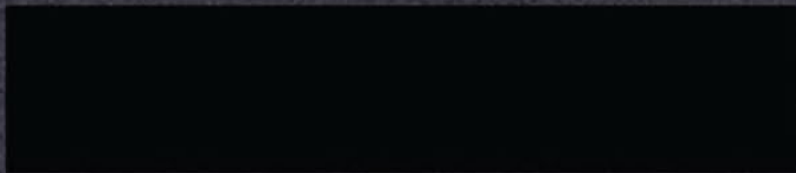
Leadership, Professionalism, and Ethics

San Jose Police Department

Listen.
Learn.
Be Inspired.

TED^x PugetSound

2009



I WANT TO HELP PEOPLE

104 LEADERSHIP TRAITS

ACCOUNTABILITY
ADAPTABILITY
APPROACHABILITY
ARTICULATION
ASSERTIVENESS
AUTHORITY
BALANCE
BOLDNESS
BRAVERY
CALM
CHARACTER
CHARISMA
CITIZENSHIP
CLARITY
COLLABORATION
COMMITMENT
COMMUNICATION
COMPASSION
COMPETENCE
CONFIDENCE
CONSISTENCY
CONVICTION
COURAGE
CREATIVE
CURIOSITY
DECISIVENESS

DEPENDABILITY
DIRECTION
DISCIPLINE
DRIVE
DUTY
EMPATHY
EMPOWERMENT
ENCOURAGEMENT
ENGAGEMENT
ETHICAL
EVEN-TEMPERED
EXPERIENCE
FACILITATION
FAIRNESS
FAITH
FAMILY VALUES
FLEXIBILITY
FOCUS
FORWARD-THINKING
GENEROSITY
HONESTY
HONOR
HIGH-ENERGY
HUMBLE(NESS)
HUMILITY
HUMOR

INDEPENDENCE
INNOVATION
INSPIRING
INTEGRITY
INTELLIGENCE
INTUITION
KINDNESS
KNOWLEDGE
LIFE-LONG LEARNER
LIKABILITY
LISTENING
LOYALTY
MATURITY
MEDIATING
MENTORING
MORALITY
MOTIVATION
OPEN-MINDEDNESS
OPTIMISM
ORGANIZATION
PASSION
PATIENCE
PERSPECTIVE
POSITIVITY
PRESENCE
PROACTIVE

PRODUCTIVITY
PROFESSIONALISM
PURPOSEREALISTIC
REASONABLENESS
RELIABILITY
RESILIENT
RESOURCEFULNESS
RESOURCEFULNESS
RESPECT
RESPONSIBILITY
RESTRAINT
REWARDING
SELF-CONTROL
SELFLESSNESS
SERVICE
SOCIAL SKILLS
STRATEGIC
STREET-SMART
STRENGTH
TEACHING
TOLERANCE
TRANSPARENCY
TRUSTWORTHINESS
UNDERSTANDING
VISION
WISDOM

POWER

VS

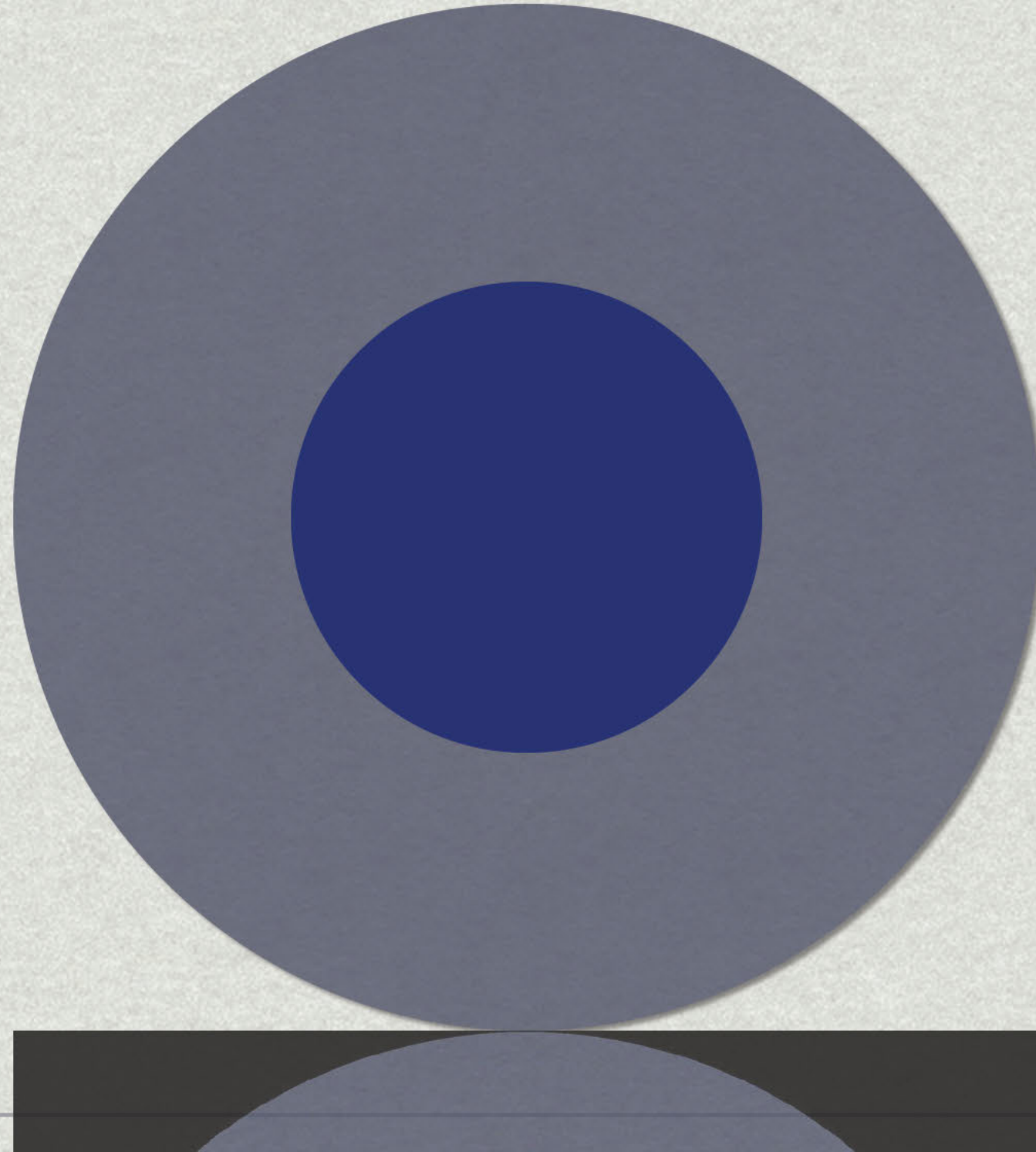
AUTHORITY

VOI LLOKI I I I

Compliance vs. Commitment



Circle of Influence



1. DEFINE VALUES.

FUNDAMENTAL BELIEFS UPON WHICH DECISIONS AND CONDUCT ARE BASED AND THAT YOU HOLD TRUE TO YOU.

2. DEFINE ETHICS.

ACCEPTED RULES OF CONDUCT GOVERNING AN INDIVIDUAL OR GROUP. WHAT IS GOOD OR BAD HAS TO DO WITH MORAL DUTY AND OBLIGATION.

3. DEFINE PRINCIPLES.

ETHICAL STANDARDS RELIED UPON FOR GUIDANCE IN DECISION MAKING.

4. DEFINE INTEGRITY.

RIGID ADHERENCE TO A CODE OR STANDARD OF VALUES; EVEN IN THE FACE OF ADVERSITY.

5. NAME THE FIVE TYPES OF VALUES.

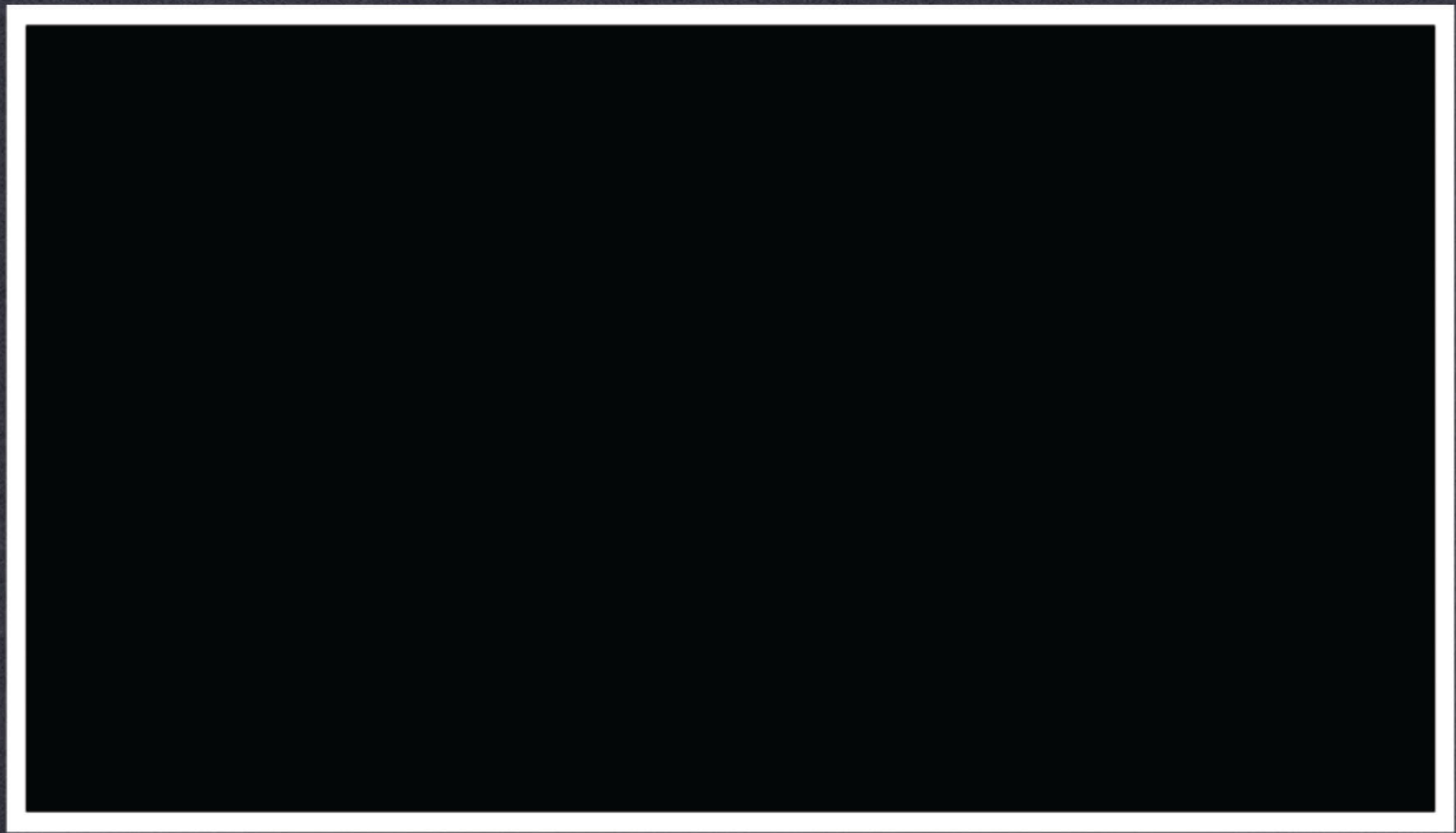
PERSONAL, ORGANIZATIONAL, PROFESSIONAL, SOCIETAL, AND CULTURAL.

6. RATIONALIZATION OF UNETHICAL ISSUES IS A WAY OF EXPLAINING WHAT?

UNETHICAL CONDUCT SO THAT IT SOUNDS LESS UNETHICAL.

7. NAME THREE QUESTIONS IN AN "ETHICS CHECK."

IS IT LEGAL? IS IT BALANCED? HOW WILL IT MAKE ME FEEL ABOUT MYSELF?



Life Balance



168 hours in a week

Working (12 hrs / day x 4 days / week) 48

Commuting (1 hr / day x 4 days / week) 4

Cooking & Eating (2 hrs / day x 7 days / week) 14

Sleeping (6 hrs / day x 7 days / week) 42

Grooming & Pooping (1 hr / day x 7 days / week) 7

53 hours of free time

I spend my free time with...

- * Family
- * Friends
- * Pets
- * Faith
- * Hobbies
- * Sports
- * Fitness
- * Chores
- * Education
- * Entertainment
- * Shopping
- * Community
- * Bow-chicka-wow-wow

1. *DEFINE VALUES.*

FUNDAMENTAL BELIEFS UPON WHICH DECISIONS AND CONDUCT ARE BASED AND THAT YOU HOLD TRUE TO YOU.

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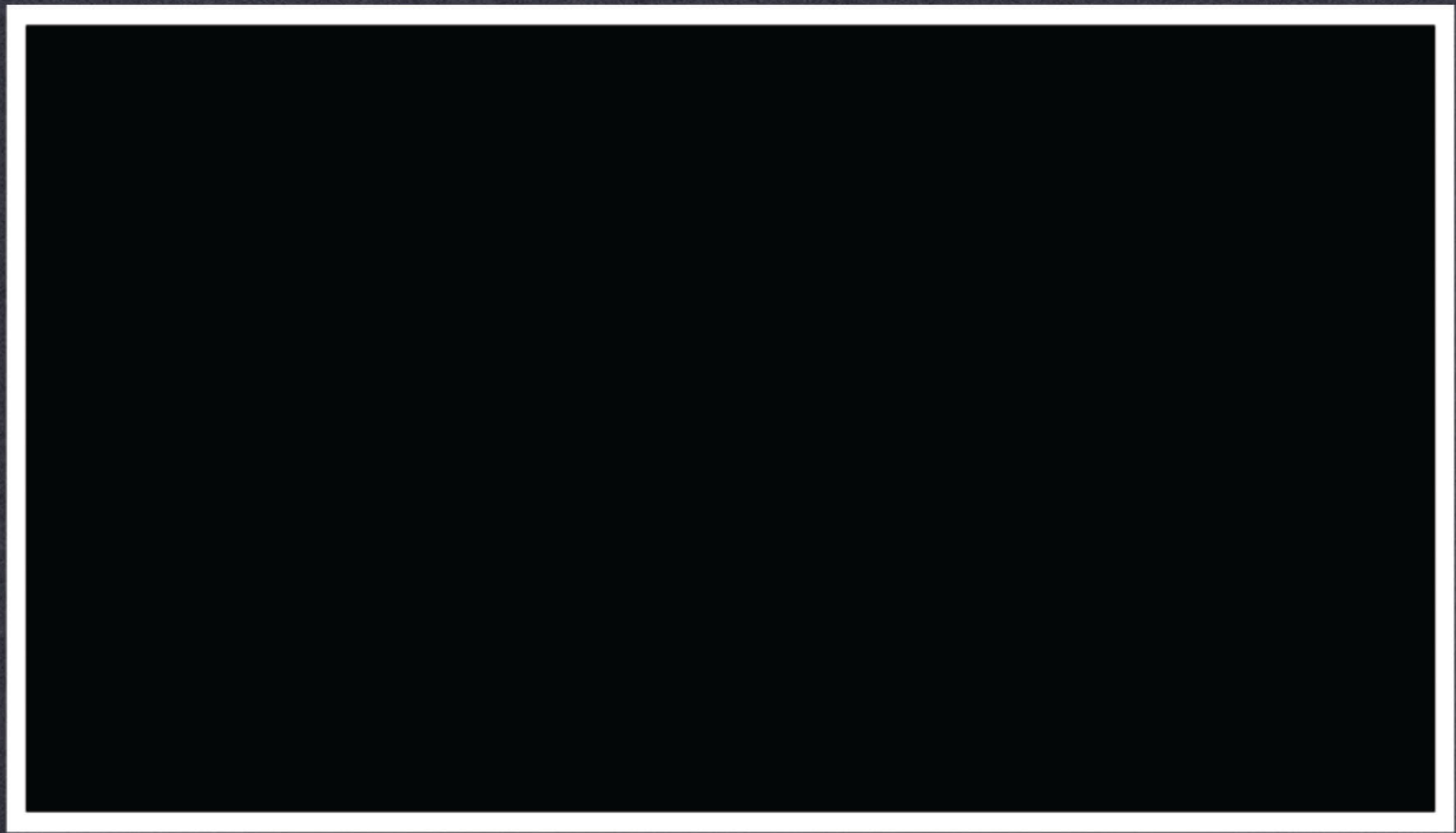
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Peer Leadership









VALUES

ETHICS

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ACCEPTED RULES OF CONDUCT GOVERNING AN INDIVIDUAL OR GROUP. WHAT IS GOOD OR BAD HAS TO DO WITH MORAL DUTY AND OBLIGATION.

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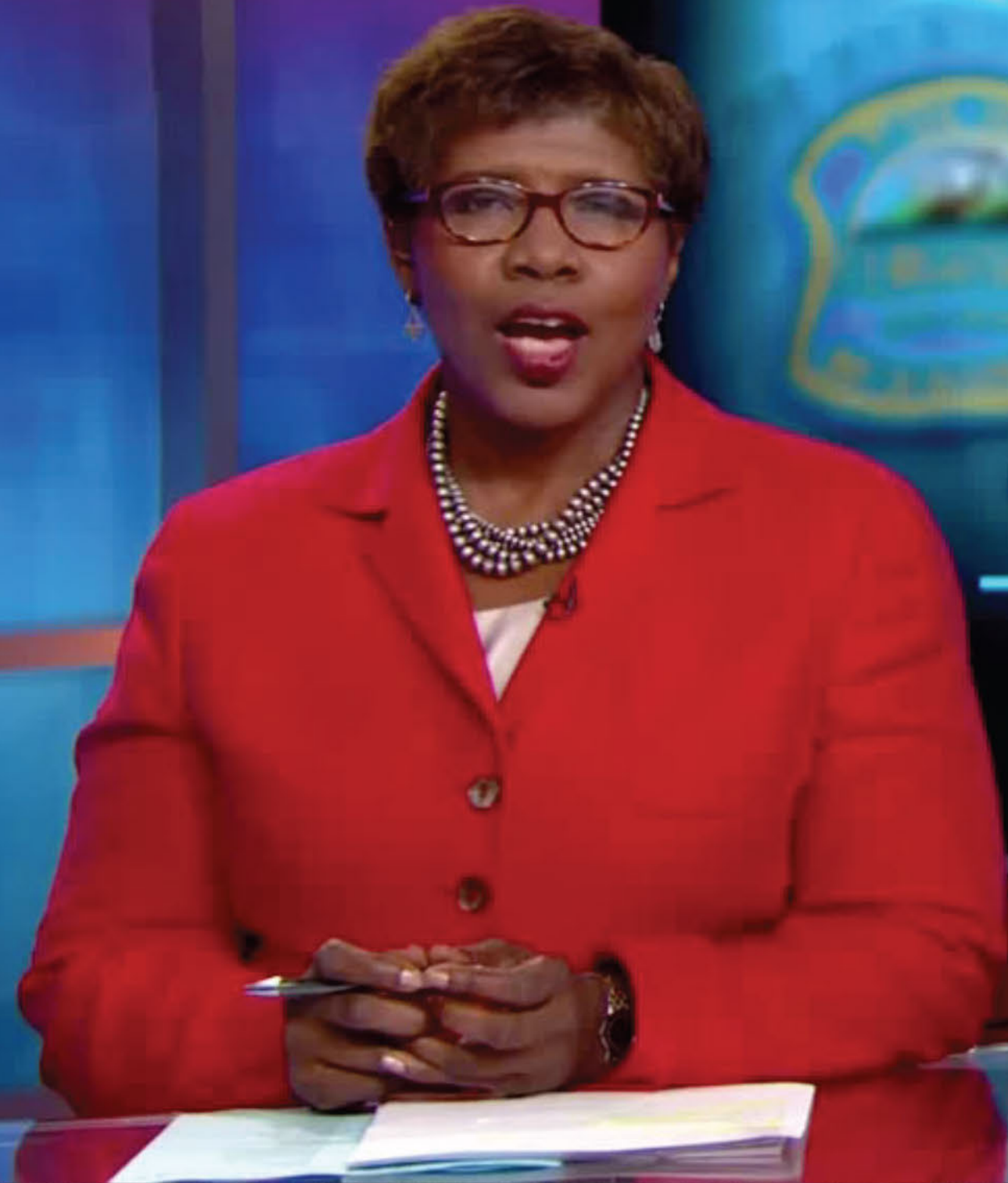
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THIN BLUE LINE



TRUST



**LAW ENFORCEMENT
COMMUNITY SERVICE OFFICERS
CALL TAKERS**

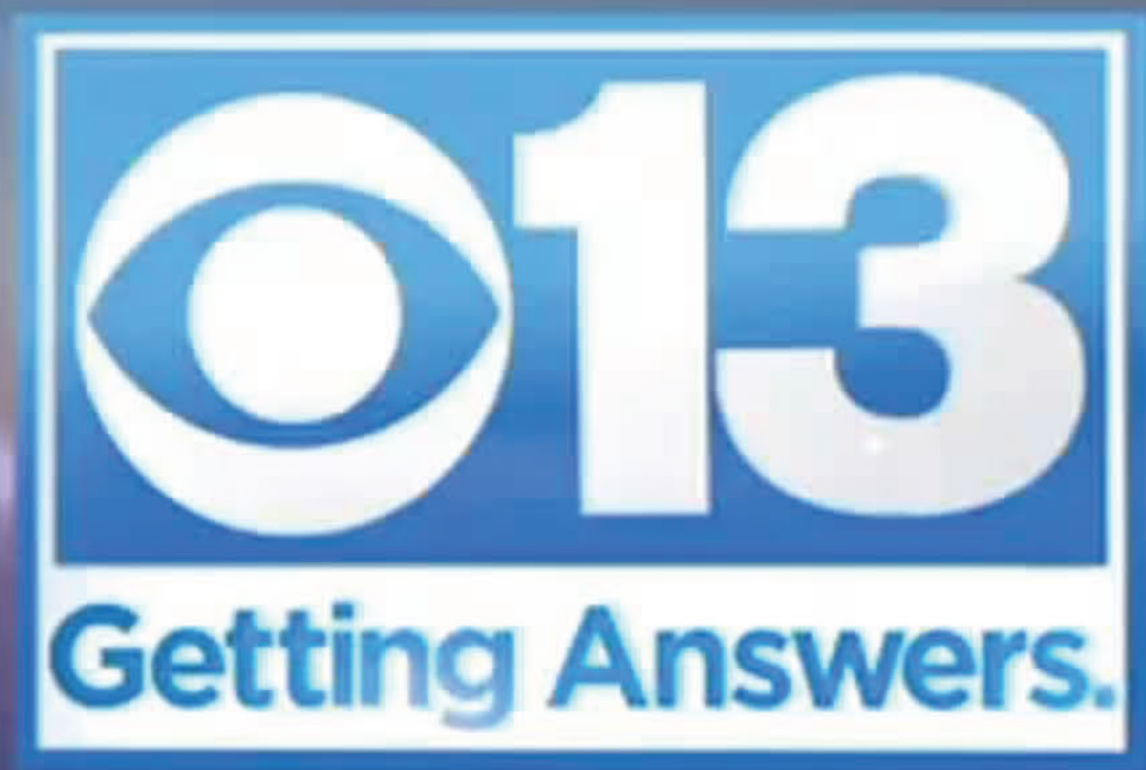
THE COMMUNITY

TRUST



LAW ENFORCEMENT

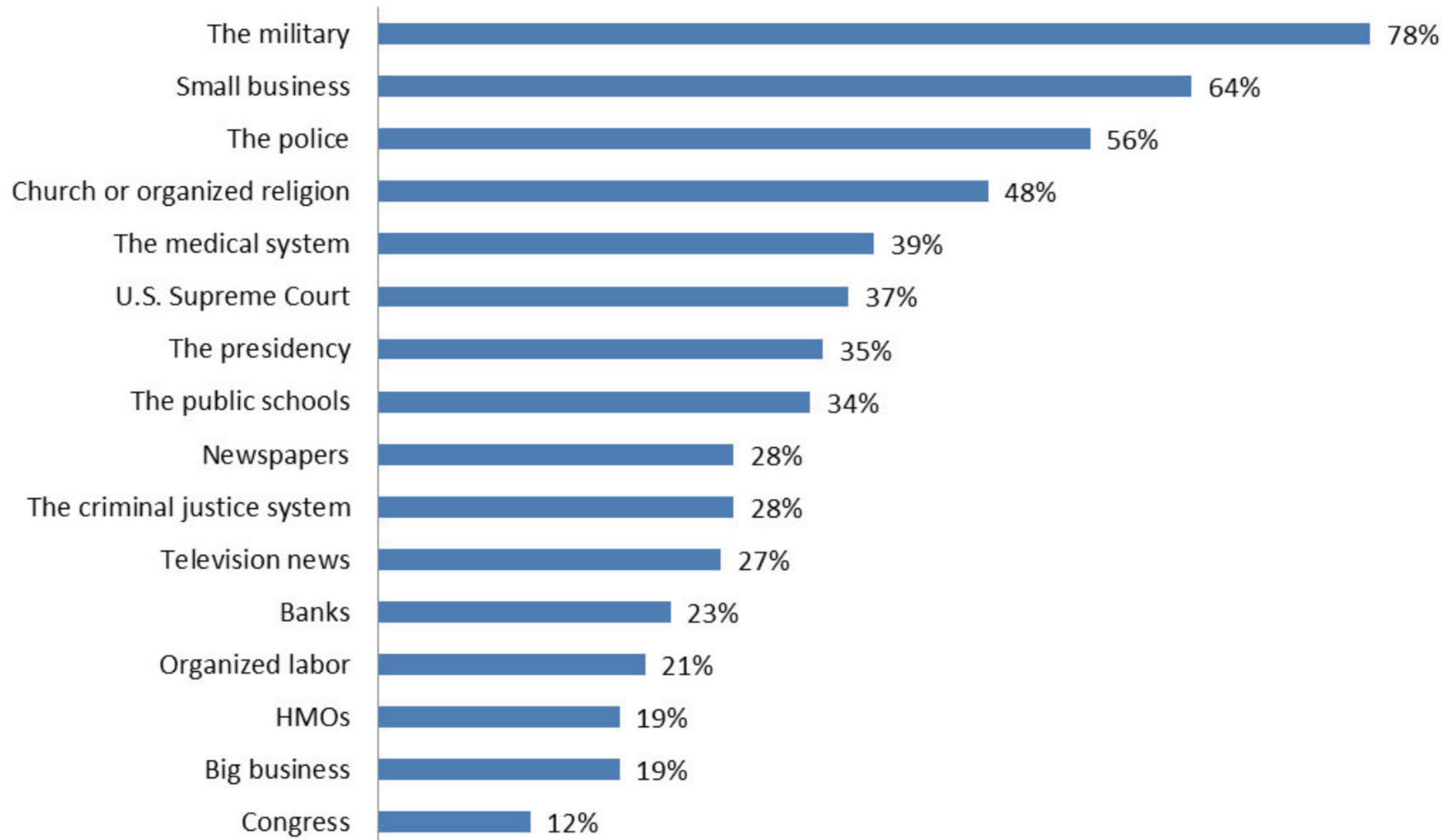
DISPATCHERS



KOVR | STOCKTON | SACRAMENTO | MODESTO

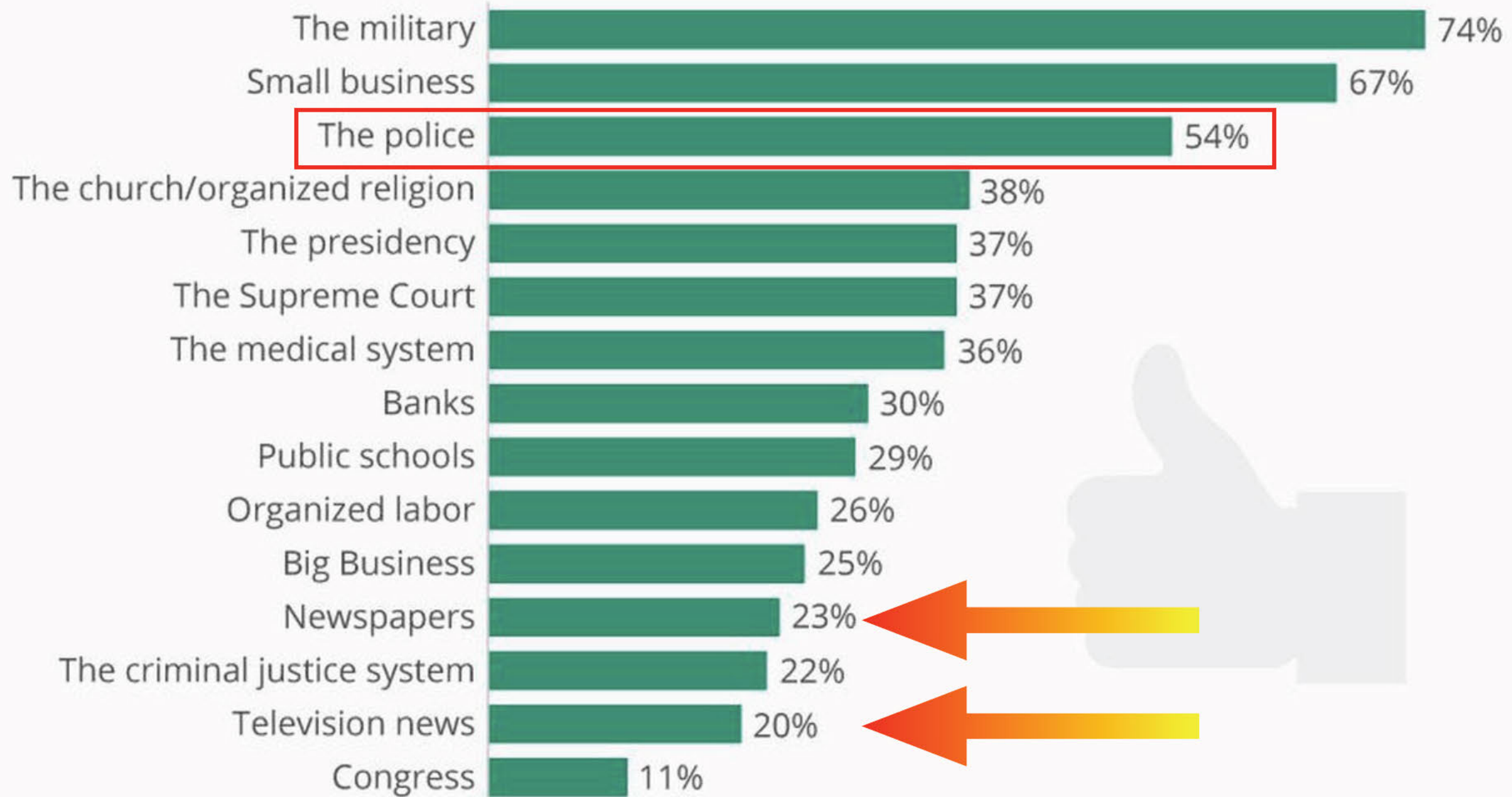
Confidence in Institutions

June 2011 Gallup Poll



The Institutions Americans Trust Most And Least

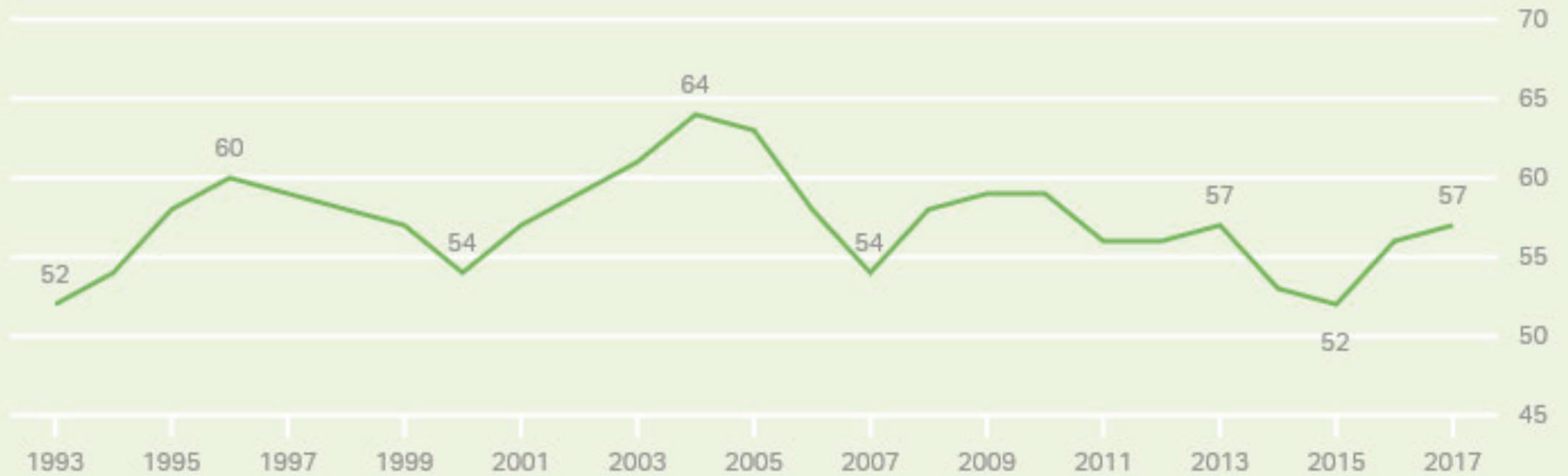
Share of U.S. adults trusting the following a great deal/quite a lot (June 2018)



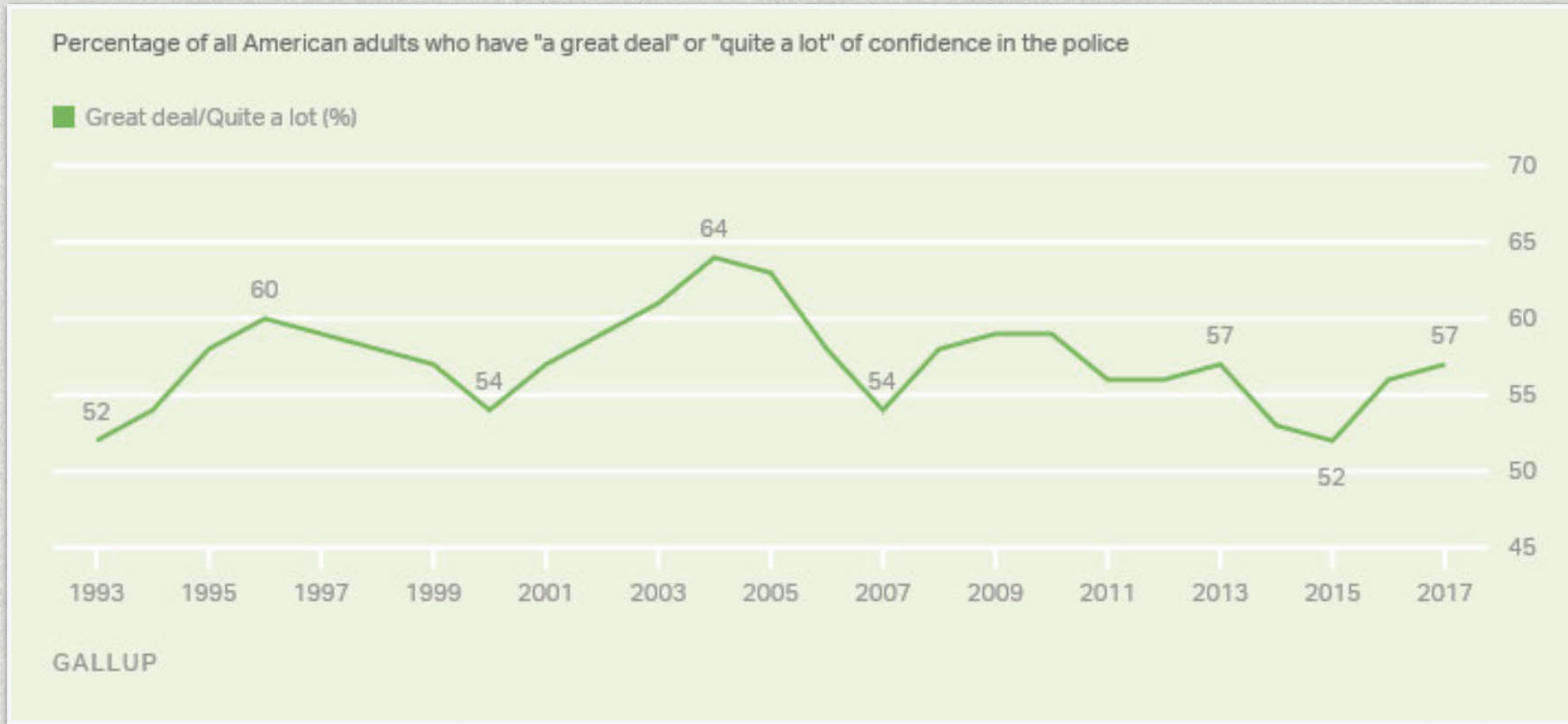
@StatistaCharts Source: Gallup

Percentage of all American adults who have "a great deal" or "quite a lot" of confidence in the police

■ Great deal/Quite a lot (%)

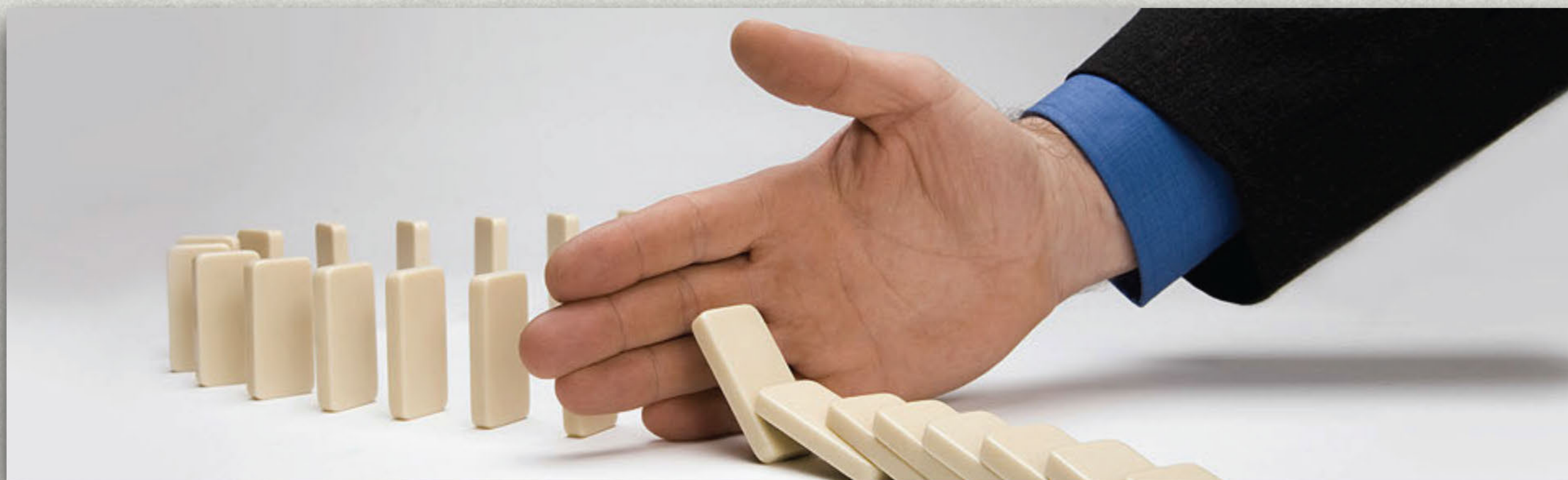


GALLUP



7/2013 ACQUITTAL OF GEORGE ZIMMERMAN FOR SHOOTING OF TRAYVON MARTIN
7/2014 STRANGULATION OF ERIC GARNER, NEW YORK, NY - CHOKEHOLD
8/2014 SHOOTING OF MICHAEL BROWN, FERGUSON, MO - STRUGGLE IN POLICE CAR
4/2015 SHOOTING OF WALTER SCOTT, NORTH CHARLESTON, SC - PLANTED TASER
4/2015 SHOOTING OF ERIC HARRIS, TULSA, OK - MISTOOK GUN FOR TASER

Intervention



WHAT'S THE PROBLEM?

FIX IT.

WHO WILL BE AFFECTED?

DO IT.

WHAT COULD I DO?

WHAT WILL HAPPEN IF I DO THIS?

WHAT SHOULD I DO?



Review

- * Why do we do what we do?
- * What is leadership?
- * Authority vs. power
- * Compliance vs. commitment
- * Circle of influence
- * Work-life balance
- * Lifelong learning
- * Peer leadership
- * Leaders as followers
- * Values vs. ethics
- * Importance of trust
- * Intervention
- * Decision-making process
- * Stakeholders