

Office Culture and Values Statement Fresno City Attorney's Office

This Office Culture and Values Statement of the Fresno City Attorney's Office is the statement of values and practices we have established so that employees and prospective employees may understand our approach for how we interact with each other and with our clients and members of the public.

Above all, employees must show respect for each other and those outside the office. This includes being courteous, polite, honest, "taking the high road," and understanding.

We value friendships within and outside the office. Employees are encouraged to interact with each other and those we work with at the City.

We participate in office activities, have fun together, support each other, recognize achievements, and show appreciation for each other and our contributions.

We listen and are careful to consider the needs and issues of everyone in the office. Supervisors are especially mindful of tailoring management to the individual to implement our mission and values.

We value work/life balance, balancing priorities and time between work and non-work activities - family, friends, and personal endeavors. Nonetheless, we understand that our work here entails a fair amount of intensity and productivity, and hard work is necessary.

While we do work hard, we understand it is beneficial to do so mindful of reducing stress for ourselves and those we work with. This means we provide clear direction, ask questions, are timely, respectful, patient, but also diligent and careful.

In making internal decisions, we strive to balance what is good for the clients, what is good for the office, and what is good for the individual, understanding client service is our highest priority. Above all, the goals for each individual are to "do good work and don't cause problems," and if those goals are achieved, we are serving our clients and the office runs well.