

SUBJECT: PHILOSOPHY

VALUES

A value is a standard or quality considered worthwhile or desirable. Values support the principles which guide the Bureau. Bureau values include:

- A. HONESTY
- B. INTEGRITY
- C. PROMISE-KEEPING
- D. FIDELITY
- E. JUSTICE
- F. CARING FOR OTHERS
- G. RESPECT FOR OTHERS
- H. RESPONSIBLE CITIZENSHIP
- I. PURSUIT OF EXCELLENCE
- J. ACCOUNTABILITY

BELIEFS

- A. Beliefs refer to what individuals think is true. Beliefs include assumptions about how people will react to specific events and behaviors. We believe that:
 - 1. Bureau employees are committed to making the world a better place to live and to pursuing excellence in all that they do, unselfishly serving the public;
 - 2. Employees develop a commitment to excellence when they participate in decisions about the management of their areas of responsibility; and
 - 3. The best way to provide efficient and effective service to the citizens of North Carolina is to hire talented people and then give them the opportunities for

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training and education they need to develop their talents and initiative to the fullest.

- B. We believe in fostering an environment that promotes creativity and encourages possibility thinking throughout the Bureau. We plan Bureau work to be satisfying, productive, and challenging and encourage intelligent risk-taking without fear of failure.
- C. We believe that victims of crime and their families need special consideration in helping them through the traumatic experience of losing a loved one, suffering a violation of their personal rights, or losing property.
- D. We further believe that the Bureau is responsible for treating victims of crime and their families in a manner which assures their dignity, self-esteem, and constitutional rights.

PRINCIPLES

The Bureau relies on the following principles derived from our values and beliefs to guide the exercise of judgment by all Bureau personnel. We shall:

- A. Do everything within our power and authority to prevent criminal behavior;
- B. Promote an open and trusting flow of information within our organization;
- C. Make decisions consistent with legal and ethical standards to guarantee justice to all;
- D. Protect the constitutional rights of all persons;
- E. Treat all persons with dignity, respect, courtesy, and compassion; always tell the truth;
- F. Neither shirk from our assigned power nor use such power for personal gain;
- G. Hold all persons accountable for the reasonable consequences of their behavior;
- H. Sustain an organizational climate in which our people can succeed.

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VISIONS

A vision is an intelligent foresight, expressing the manner in which one conceives of something. Based on our principles, the Bureau envisions the following:

- A. The State Bureau of Investigation will provide leadership in law enforcement practices, operationally and managerially throughout the state;
- B. The influence of the Bureau's excellence in standards and performance will induce law enforcement agencies throughout the state to adopt similar guidelines for their own standards and performance;
- C. Increasing opportunities for the Bureau to assist law enforcement professionals throughout the United States will result in the Bureau having a greater influence on the overall profession.