

A Message from the Commissioner

One INDOT Belief – I am committed to achieving agency results as one team, regardless of my work location.

In a recent executive staff meeting, we broke into two teams – District versus Central Office – and played a fun game of “What do we think they think about us?”

The question itself was difficult to wrap my brain around, but was interesting for me to help facilitate the interaction, having recent experience in both camps.

The intent of the exercise was to get some straight talk out on the table, to better understand each others’ perspectives, and to identify ways to reinforce a belief within the agency that we are One INDOT. While we did not come up with a silver bullet to accomplish this, we did achieve a better awareness of how the manner in which we do and say things has an impact and can make the difference in being inclusive or exclusive.

What influence can you have in helping to create this belief?

- Try to understand others responsibilities and help them understand yours. Where do they intersect? What can you do together to be better?
- Ask for feedback about how decisions you make or actions you take impact others.
- If you need something from someone else, be mindful of their workload and respectful of their own priorities.
- If you are a policymaker, involve the end user early. If you are an end user, provide input often.
- Make being inclusive a priority.

If we can progress toward One INDOT, “they” become “we” and “them” become “us.” Working together as one team, we will achieve our agency results.

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