



QUIZ #5 TEXT REPORT – EXHIBIT PERSONAL CREDIBILITY – “Synergizing: Who I Am With What I Do”
John Laird, Secretary, Natural Resources Agency

Personal: To advance personal growth, skill or awareness:

1. I practice my personal values and I apply them to every challenging situation I face. I have learned that in life you will be tempted to act fast. I remind myself that it is ok to make mistakes but also, I need to take a moment to learn from those mistakes and try to not repeat them again. That is the key.
2. I strive to be authentic in all I say and do... In any area of life, what you see is what you get. You don't have to wonder what I'm thinking because I'll let you know.
3. I always try and distribute personal credibility in my personal life. I understand who I am and how I let it drive me.
4. Life is full of challenges. I handle all my challenges with courage. Stay consistent and honest to myself. I have the confidence and courage to be me, do my own things, and help someone in need. I am enough and can accomplish anything. Yes, I know I am a girl who born in India and lots of Indian people don't like girl. They think a boy is better than a girl. I am not fighting with anyone. I chose to invest on myself and become the change I like to see in near future. I have the courage to achieve my goals and inspire my daughters to become the best version of them.
5. It is important to be credible in every aspect of your life. For me, it goes hand and hand with integrity, I have to follow through if I say I'm going to do something, I do it.
6. Allowing myself the courage to seek employment in other groups. Not just in name but being honesty with myself about what I want.
7. I try to apply these skills to my personal life in my role as a parent, but find myself routinely tested for patience
8. By showing authenticity and honesty with anyone I deal with, be it my family or friends.
9. Integrity is part of my mantra and personal mission. I believe most of the other traits listed cannot exist without it.
10. As a parent, I am constantly "on display" for my children to observe my behavior. If I want solid core values to run deep in them, I have to exhibit those same values I hold very true. My faith teaches me a lot about generosity, honesty, integrity, charity and if I am true to myself and the faith I live, I need to be consistent in my private and public lives in upholding these values. I feel I need to grow in being courageous a decisive.
11. My brother recently had a daughter and I have been trying to provide my insight of being a father and give honest feedback on parenthood and also be generous in providing meals.
12. Those of which I selected are all ideals that I live and breathe. These are my own guiding principles in both my personal and professional life.



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13. Embracing who I am, and sharing that with people is very important to me. I've lived outside of that before, and when I'm not myself, I've come to terms with the reality that the people around me don't like me, they like who I try to be. And being my authentic self allows me the confidence to be who I am and know that the people I'm around are truly there for me.
14. I am honest is everything that I do, and that gives me confidence. I am sincere when I ask questions so I can be confident in my decisions and judgments.
15. Last week I reached out to someone for coffee that I felt was a really interesting person. I am an introvert, so it was difficult, but I resonate a lot with her mission and goals and wanted to have the confidence to learn from her. The coffee went great and I'm glad I had the confidence and courage to reach out.
16. This was an excellent re-affirmation combining both humility and mindfulness. I am the product of great help, assistance, mentoring, teaching and training. It is my responsibility to always be true to my values and to apply myself fully, honestly, candidly, and as well informed as possible.
17. Making decisions in my personal life to speak to others about my view on situations they were facing even though there may have been a risk with what I had said. I used my confidence to be able to deliver my message. I did not place judgment if my recommendation was not accepted.
18. Having a toddler 2 year old, I am forced to practice risk awareness daily! Having a criminal justice law enforcement background, friends and family, I am aware of and practice risk awareness always. Now that I am a practicing attorney in a bureaucracy, I am aware of how risk averse the state can be and how this program is encouraging us to take the risk. What Mr. Laird said resonates because he was honest to himself about who he was and the choice he would have to make to exhibit personal credibility. It is not static, but dynamic. I think this is what Bekah meant by "extreme sport." Like peeling the layers of an onion, we must be honest with who we are and be courageous and confident in those respects. Then, I believe is when we are most authentic and credible. And this is what we share with everyone else, whether it is family, friends or the workplace or community.
19. I have always concerned myself with self-awareness, with which this subject matter deals. There are things that I learned very early in life, which include a need for affection and warmth of another person, beliefs and principles about the way life is about myself and others, my 'inner voice' that tells me what is right, my ways of thinking which determines the comfort values of others, the productive lifestyle I seek, the goals I have and sense of purpose. These things are used as tools in my makeup to enable me to make fair judgments about life's work and achievements. Much of this concerns my self-satisfaction about each day and how I justify my actions, in order that I can maintain a reasonable comfort and self-worth or value.



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20. I'm in the process of losing weight. To help achieve this goal, I've tried to be more decisive, honest, and consistent with my meal choices. It's proven to help me achieve my goal!
21. Being authentic and using sound judgment develops confidence and courage n personal decisions
22. I do pride myself to speak my truths, sharing my thoughts as honestly as I can. I know it is hard for me to hide my emotions when there is lack of respect and trust.
23. Displaying these behaviors to my girls scouts
24. I attempt to be authentic at all times of my life.
25. I exhibit authenticity and generosity in my personal life when my family seeks my opinion and I am generous in my time.

Professional: professional development or work related:

1. I practice my personal values and I apply them to every challenging situation I face. I have learned that in life you will be tempted to act fast. I remind myself that it is ok to make mistakes but also, I need to take a moment to learn from those mistakes and try to not repeat them again. That is the key.
2. I am authentic with my team and peers
3. I always try and distribute personal credibility in my professional life. I understand what is my why and what drives me.
4. Yes, by doing more relating ship building exercise with my team. To develop better understanding, I listen, encourage, and get to know their strength. Inspire them and make the team feel appreciated and valued.th.
5. I represent management, but my personal/professional belief is to do the right thing. In representing management, I have to do my best to assist managers but follow the laws/MOU, and it goes a long way to advise management that I want to help them, but to ensure we do things the right way.
6. I like helping others plan their budgets and generously give my time to go the extra mile to help folks out. The help /advice I offer is decisive in this are the approach that will lead to the best results because I feel confident in my knowledge.
7. I try to be consistent, transparent, straightforward, and honest in the work I do. Since I don't have the best memory for certain types of details, my authentic and honest approach helps ensure consistency in my work.



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8. Work – Personal Credibility –In order to enhance my personal credibility I have been working towards authentic connections with the people I work with. This has led to an environment that supports sharing ideas and innovation.
9. By being honest and showing confidence with any project involved
10. Though I’m working to secure employment elsewhere, I continue to perform my duties with the same level of quality despite what I see.
11. Customer service is big for me and something I expect from my staff. I discuss with them the merits and benefits of good customer service. I explain that at the core, good customer service comes from being honest and having integrity in our work.
12. In project management I have been honest on project deadlines and also given honest constructive feedback to internal stakeholders on how to ensure we communicate on project business rules and legislation changes.
13. Yes. I believe these days how you operate personally is how you should operate professionally. It eliminates internal conflict and you can always be “one” person.
14. Professionally, I do my best to live by my values and ethics, and being I is very important to my confidence at work. I am aware of my strengths and weaknesses, and that awareness allows me to be a better teammate.
15. I approach all communications and work with the skills listed above. Without honesty and integrity, you cannot rely on others to work with you. As a department that relies on each other, it is important to earn coworkers respect and they know they can count on you for the truth as well.
16. I applied for a new job last week that resonates more deeply with who I am. I had been considering not applying because I'm happy where I'm at but I felt I need to apply for this opportunity as a way of honoring myself and ultimately what I want to be doing.
17. Similar to my answer for my "personal" application, I owe it to me and to all to be real at all times, while allowing others to be and do the same. This will bring the best of all together.
18. Having confidence in my current role I was able to speak my viewpoints on decisions that were being made for the program areas I supervise even though there may have been a risk with the way others felt.
19. I've been more candid about my responses and communications to other. In the past, I've been more conservative and measured. By nature, that is what the legal profession is - counseling to avoid risk and err on the side of caution. But the Cal IPGCA movement is about being aware of this environment but taken informed risks to move beyond the bureaucracy to achieve results statewide.
20. There are needs of the workplace, which may change from day to day, based on the various occurrences that people must face, or problems that need resolution. How one reacts to a circumstance comes from the basic concerns of self-awareness and how judgments must address an increasing complexity of the types of personnel personalities or job design implications in technology, market changes, financial adjustments,



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and what values are applied to job functions. There may be a need for corrective action for enhanced performance and perhaps insufficient capacity or resource shortages, and affected employment patterns that can be positive or negative. Questions may arise in how to address customer or investor concerns. Who you are is what you deliver to the work place, and yes, everyone has individual concerns to protect, whether it is bisexual identity or another identity that is of concern, or a problem with family relations, or perhaps community relations. Everyone seeks respect and it is a definite basis for performance in the workplace. Mutual respect should always be encouraged.

21. I've been more confident in my decisions on projects. I think this has helped my credibility with others whom I interact with.
22. Being consistent, decisive, risk aware builds an effective approach to problem solving
23. I feel very competent and confident in my current job of leadership development, training and often find myself managing-up when opportunities present themselves. I demonstrate courage by speaking up to voice my perspective and opinion regarding project feedback, input on change management, as well as suggestion of improvements.
24. Worked with the CA Water Plan Team to conduct a public webinar about the release of CA Water Plan Update 2018 -- had 250 participants (30 in person).
25. Yes through the displaying of the characteristics within my section and by modeling this during our JAD sessions with a new vendor.
26. I always strive to be honest, genuine, and authentic in my professional life. I make sure that I take the time to grow my employees, coach them, and instill the values of what makes a good leader and employee. There are always decisions in both personal and professional lives that illustrate the type of person you are. My main objective is to do my best in everything I do and people will recognize and appreciate your efforts.
27. I know who my authentic self is and encourage staff to be theirs.
28. I apply honesty and integrity in the work I do. I could work on confidence.

Innovation Project: In the development of your teamed innovation project:

1. In my innovation project I remain accountable and I actively participate and look for ways I can support my team to accomplish our project's goals and objectives.
2. I freely share my opinions and thoughts
3. I always try and distribute personal credibility in my Innovation Group.



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4. I focus on listening to my team members and proactively communicate with them. I listen to them and let them narrow down their ideas and throw something from my experience to give them different prospective. Make myself available to answers their questions and encourage their work in timely manner to keep them motivated.
5. I have taken the opportunity to express my opinion and affect change in a few of the decisions our group has made. If I have what I feel is a good idea, I owe it to myself to have the courage to speak up.
6. Group – Authenticity – It’s important that we invest our time and energy into the project. I feel I have grown from being willing to share opinions and ideas and let the group discuss them.
7. By always showing authenticity with my inputs to any project involved.
8. Despite the lack of “communication” from my innovative priority team 5 members, I continue to work towards achieving the mission of the cohort. I remind myself that their interest and/or commitment are different. I focus on my results and what I can contribute.
9. At times I've been hesitant to be too honest about my thoughts on the team project if I thought it was going awry or in a direction I did not understand. But, then I felt it was my role to provide honest and open feedback so the team could succeed.
10. On slack with the birth of my daughter I am trying to provide honest responses on what I can provide for help on the project without overextending myself and not meeting project timelines.
11. Yes, it helps provide a frame of mind when coming to the table with ideas.
12. Sharing opposing perspectives is hard, but I do it every time we meet with respect, honesty, and compassion, focusing on the idea and not the person it's coming from. I think it's more interesting to talk about ideas and concepts as opposed to how or who said what.
13. I am sincere in asking questions to understand other viewpoints and that show honesty and integrity when I make suggestions. Giving examples in a back story help other to trust my authenticity and be confident in our group decisions.
14. I am a very organized person and I feel as though I am able to offer my authentic self to my teamers by taking care of note taking and planning meetings.
15. Again, similar to the two responses above for personal and professional application, it’s really being "real" and inviting all others to do the same.
16. This program and Team 2 has helped me to be more candid and open about my personality and interaction with the team. Usually in my work role, I am very reserved. Here, I am forced to step up and make decisions which are different for me. I usually research, write and advise.
17. In order to achieve some agreement and commonality in team operations, it is important to respect and listen to team members, whether it be an off-the cuff remark, or a descriptive idea that takes some time to explain. The idea is that everyone should contribute and be respected in



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their opinions. One team member may not have the expertise of others, but should be given the chance to participate and grow with the team experience. Performances may vary, but if leadership in the team is respected and the team members focus on goals to be achieved, some outlying contributions that may seem too farfetched can become the guidance flag to follow.

18. I'm much more consistent with my interactions with my group. Making me more visible to my team makes them feel more confident in my ability to lead on the Innovation Force.
19. I believe by becoming the best you can be, either through formal education, work/duty performance, life-experiences, or all of the above, one can possess the courage to unify team effort by exuding confidence in your skill, being authentic in your approach to team support, instilling sound judgment, and being generous / respectful.
20. Authenticity and courage are the two qualities I applied. During my pitch, I spoke from my heart the reasons why I wanted to represent Team 2. It took courage for me to be part of Team 1 as well without knowing what is all entailed.
21. Looking for reasons why my behavior may contribute to silos and using that in development of strategies in our moonshot.
22. I like to think outside the box. Our team is in the process of identifying our Champions for our project and my suggestions come from outside the box thinking. While we are trying to create an all hazards approach to disaster response, using high level officials that have multiple agency experience could really help progress our project.
23. By asking questions of the group to ensure we don't get off task.
24. Yes, I am honest in my opinions in our work groups.

Mind Blower! Did you experience an epiphany, an “a-ha” moment, something of real value – to you personally:

1. Your values will keep you grounded and accountable for your own actions. I have realized that the more you practice them, the easier it becomes reach our fullest potential.
2. I have more than one super power. :)
3. I found out that by showing integrity, consistency and honesty to peers, the reciprocal treatment shown to you mirrored mine
4. No a-ha moment just greater appreciation for a person I never meet after he (Laird) shared his journey to becoming his authentic self.
5. In our team project, we have a very diverse group... younger, older, different cultures, different professions, different genders and people who grew up in many different areas. There have been a few times I thought ideas were stifled by a reaction from one demographic over another - a



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suggestion on a name for example was shot down. I thought about not saying anything, but then realized I was not helping the team nor the person who was quick to shoot down ideas grows from the experience. The irony - our team is about inclusive innovation - so I don't think the person realized that their reaction was possibly stifling thought or openness...

6. Providing generosity to my brother on being a parent reminded me of the advice my dad gave me!
7. This has been a progression for me for the last 3-5 years; and it's so freeing.
8. I realized I am scared of aligning who I am with what I do because I feel unsure about who I am and what I stand for. When I try to think about my person why other than "making things a little bit better every day" I'm not sure what that is.
9. Though not new, it reaffirms what I am doing is a good path...so stay the course!
10. Not in my team program or moonshot - but the indelible words from Bekah that authenticity and credibility is like extreme sport resonated with me. We have to work on it daily. We have to be honest with who we are and why we make the choices we do. I'm looking forward to the AHA moment, though.
11. The thought that one person or another seemed to be acting inertly to team performance and can suddenly become active to the development of the team goals that are being discussed. This again comes from the fact that the respect of others should always be applied in order to draw out a member's constructive thoughts regarding the ultimate purposes of the team.
12. Mainly just in my personal life. Having these attributes has really helped me reach my goals.
13. During a recent interview question, I provided two examples to the question. The panel may think I was indecisive when choosing one story to share.
14. Need to work on the skills that I am weak on like confidence and decisiveness.