

Standards & Discipline: “Principled Evaluation” Video Case Study

Facilitator: This is a two-part video. Watch each part, asking the associated questions after the correct segment. Remember that Joe Kirby volunteered to share this story and is proudly serving in our profession.

Video summary: Joe Kirby is a DA civilian who shows his commitment to the Army’s guiding values and standards by willingly performing his duty at all times. Joe describes the one time he was tempted to bend the rules, but knew he must adhere to the procedures, principles, and policies of the organization. He explains it is easy to lose focus because he’s a civilian and not a part of an Army unit; however, he is part of a military organization and the focus is to take care of military personnel.

Two parts; Length: 3:04, 2:25

Notes:

Part 1

- Joe initially felt the contractor would not follow through on the submitted proposal and thought to recommend disqualification and termination. He asked himself “Am I providing the same rigor to all the proposals?”
 - How does Joe’s question to himself reflect his standards and personal discipline?
 - Why do you think Joe is struggling with this decision?

Part 2

- “If they got the contract, I would’ve done everything possible to make it successful.”
 - How does this statement demonstrate Joe’s commitment to the mission?
 - What does his decision say about his character?
- Take the time to write down (or raise your hand) and share with the group how Joe’s standards and personal discipline set an example for his organization to follow.
 - Have you ever faced a situation where you had to make a decision to do the harder right?
 - How did you come to the decision to do so? What was the outcome?