

Deputy City Manager

ICMA
conference

BALTIMORE
104th Annual Conference
SEPTEMBER 23-26 **2018**

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ICMA Conference Presenter

The Authenticity Dilemma: Reconciling Your Public and Private Self

#ICMA2018



Why talk about authenticity?

In public service, we are challenged to

- Deny self
- Adapt to the style of others
- Convene opposing voices
- Find common ground

Who am I and how do I fit?

Advice: Be yourself
 Develop your own style

CLASSIFIEDS

RECRUITING A CITY MANAGER:
A vibrant community seeks a
progressive, innovative *square*
peg to fit into a *round hole*.

Who am I?

Not defined by

- What I do for a living
- Where I grew up
- My gender
- My first language
- My skin color
- My name



Who am I?

I define who I am by

- Confidence in my principles
- How I invest my time and talents
- How others are better because of me



What have I been doing about it?



Was staying myself worthwhile?



Authenticity is *key* to earning trust.

Elected officials, staff, and community members see me as a real person.

- Competent professional
- Authentic person
- Truly care about the people we all serve



Volunteer advisory group
Bellevue, Washington

How do you want to be remembered?

“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

-- Maya Angelou



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