

Thinking about Coherence

	Thoughts – Comments
Having a shared sense of excitement about the work of the county.	
Having a shared deep understanding of the Unity of Purpose (vision, mission, strategic goals) and the programs designed to accomplish them.	
Giving the same basic answer to questions about the county or the county programs.	
The words mean the same thing to every supervisor.	
Talking the walk.	
Having a common language among the supervisors and the CAO and the staff.	
Having a shared sense of pride and accomplishment with each other and the staff over successes.	
Having a culture of discussion and inquiry; shared acceptance of disagreements and the ability to find common ground.	
Feeling they are all on the same team trying to accomplish the same things.	