



Puso, Dangal, at Galing Para sa Bayan

2026 PAGBA Seminar cum Convention Public Service Value Formation and Ethics

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Puso, Dangal, at Galing Para sa Bayan

Public Service Value Formation and Ethics: **Integrity, the Currency of True Excellence** 2026 PAGBA Seminar cum Convention





Sighs...

buntong hininga

- 1. Relief**
- 2. Frustration**
- 3. Hope**

3 Sighs at Work....



Relief

Budget approved



Frustration

Audit season



Hope

Filipino receiving
services

HOPE... because FUNDS were managed well.



**This sigh of HOPE doesn't
happen by chance...**

**It happens because of
decisions...**



decisions...

**made by
YOU...**



How many of you processed or approved a financial document in the last 7 days?



How many of you have processed something quickly...

because it was urgent or requested by someone?"





Have you created
Sigh of HOPE

Do you know who
specifically benefited from
your processed/approved
documents?

This is what we
often don't see.

We see the documents...

We see the numbers...

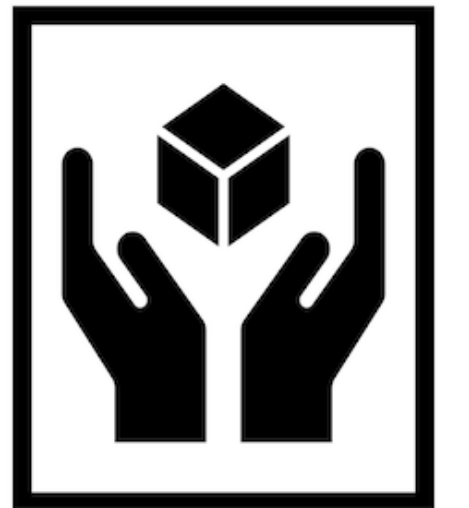




“We forget that what we are handling...
was never really ours to begin with.”

What we have is...

“borrowed power.”



HANDLE WITH CARE

Borrowed Power: The Car Analogy



How will you
return it?

Why?

Because you know...
it's not yours.

Public office is exactly the same.

The authority we hold...

The funds we manage...

These are not ours.



**“If it’s not ours, we take care of it...
We return in clean...”**

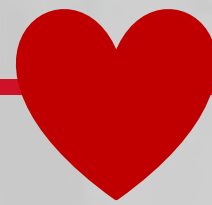


"Public Office is a Public Trust."



(borrowed power)

We are entrusted to act and decide...



In our line of work...

“Things are not
always **BLACK**
and **WHITE.**”

Ethics is choosing...



**How we treat
People**



**How we act
consistently
...to serve the
public interest**

How we think

Activity:



BAWAL

O

PWEDE

Test your ethical instincts.
No judgment.

Scenario 1: May Lechon Kami



BAWAL

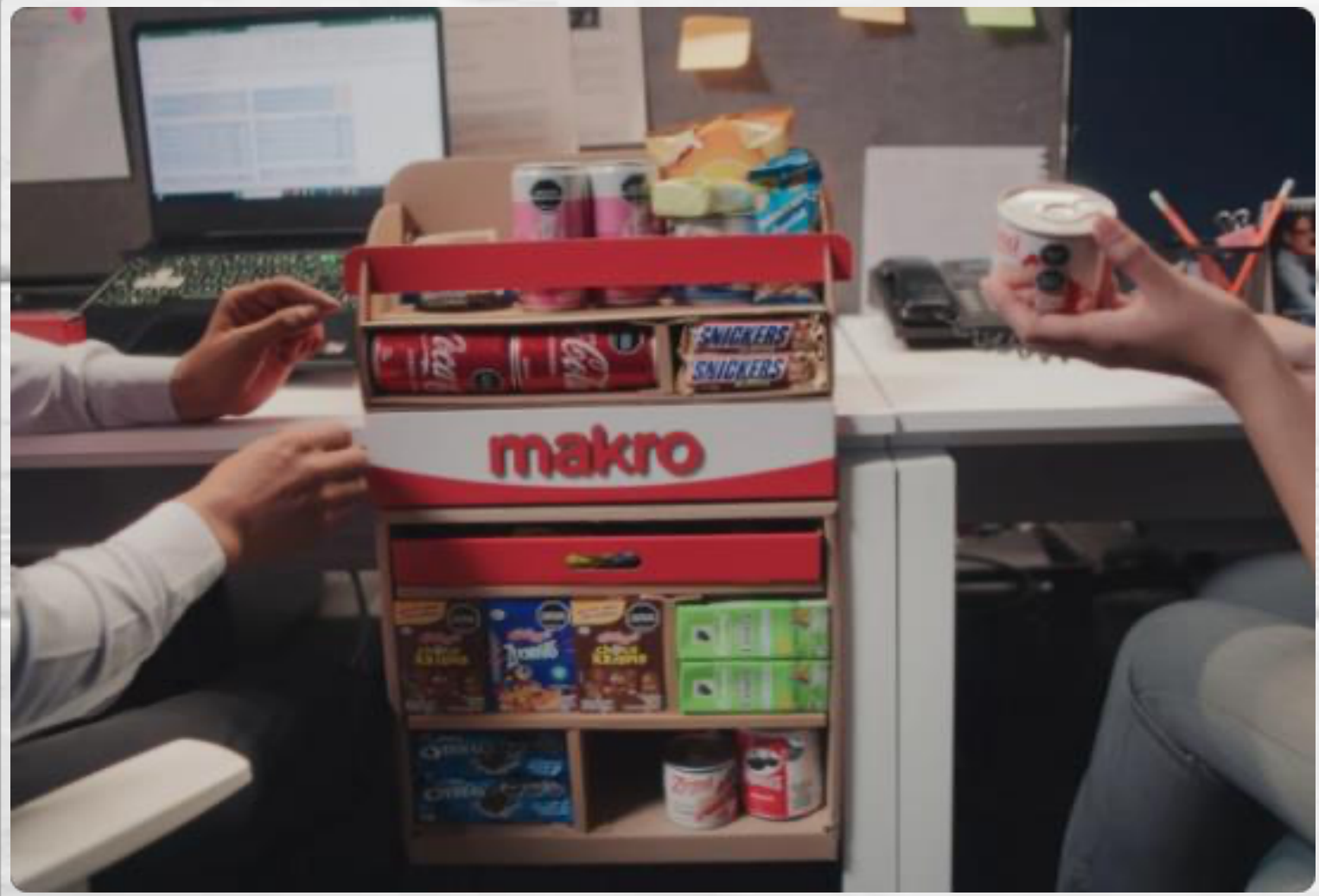
1

Situation: A supplier sends a whole lechon for an office party. It's not for a contract, just a "gift."

X

Why? Gifts create pressure. Even if the intention is harmless, the effect is '*utang na loob*.' In government, we cannot afford to owe favors.

Scenario 2: Ang Beshy Kong Raketera



PWEDE

(but with conditions)

2

An employee sells yema, chocolates, and soft drinks during their lunch break.

?

Why? The key is Lunch Break. It is your personal time. BUT, selling during office hours when clients are waiting is strictly prohibited.

Scenario 3: Ang Pa-Ayuda ni Gov



BAWAL

3

You were assigned to pick up the Governor of a province who is visiting the office for a meeting. After the meeting, you accompany the Governor to the airport. The Governor hands you ₱500 and says:

“Pang-merienda mo. Thank you for your assistance.”

Why?

- You are on official duty.
- Governor is an external official receiving service
- Cash given during official duty is considered a gift/gratuity
- Creates perception of influence or utang na loob.

X

Scenario 4: Ang Galante kong Boss



4

Boss gives P500 'pang-merienda' to your team for a job well done.

**NOT AUTOMATICALLY
PROHIBITED**

but it is **DISCOURAGED**

?

Why? Ethically Risky.

- May create dependency (sana may P500 ulit)
- May affect neutrality
- Favoritism issues
- Leads to blurred boundaries

Anything involving **MONEY**
creates perception issues.

A good rule is:

“If it can be **misunderstood**,
DON'T do it.”

Scenario 5: Community Emergency Project



5

Community needs a water system repair. The project cannot be implemented since documents are incomplete...

Your boss tells you:
“Process na natin.
Kumpletohin na lang later.
Kailangan na ng tao eh.”

Bawal o Pwede?

In our line of work...

Things are not always
BLACK and **WHITE**.

BAWAL to process as-is.
But NOT okay to ignore the urgency.

**“You act fast...
but act right.”**

Public Service

is not just about helping people quickly.

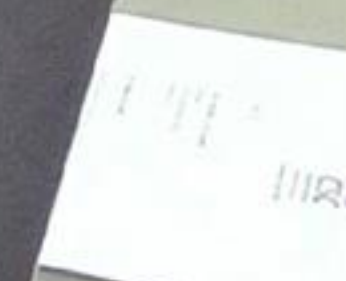
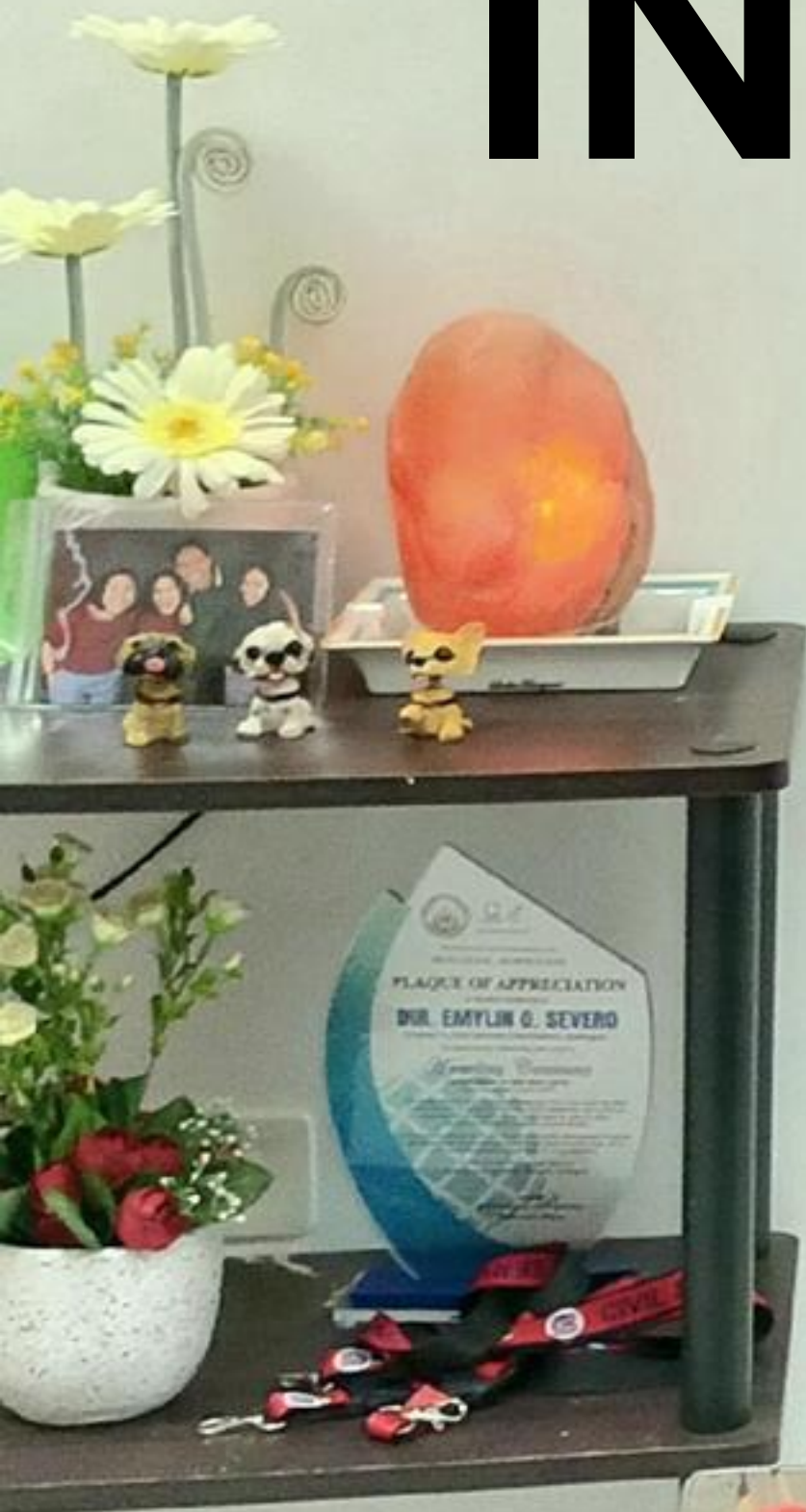
“It is about helping people, the **RIGHT WAY.**”

**Integrity &
Excellence**



Integrity & Excellence

My Personal Story on **INTEGRITY**



INTEGRITY is not tested
when things are clear...

It is tested when
something inside you
feels uncomfortable.



The 5-Question Check



Is it
LEGAL?



Is it
FAIR?



Would I be
PROUD?



Does it serve
the **MISSION?**



Does it
honor
INTEGRITY?

**“Integrity is when your decision still feels right,
even in silence.”**



Is it
LEGAL?



Is it
FAIR?



Would I be
PROUD?



Does it serve
the **MISSION?**



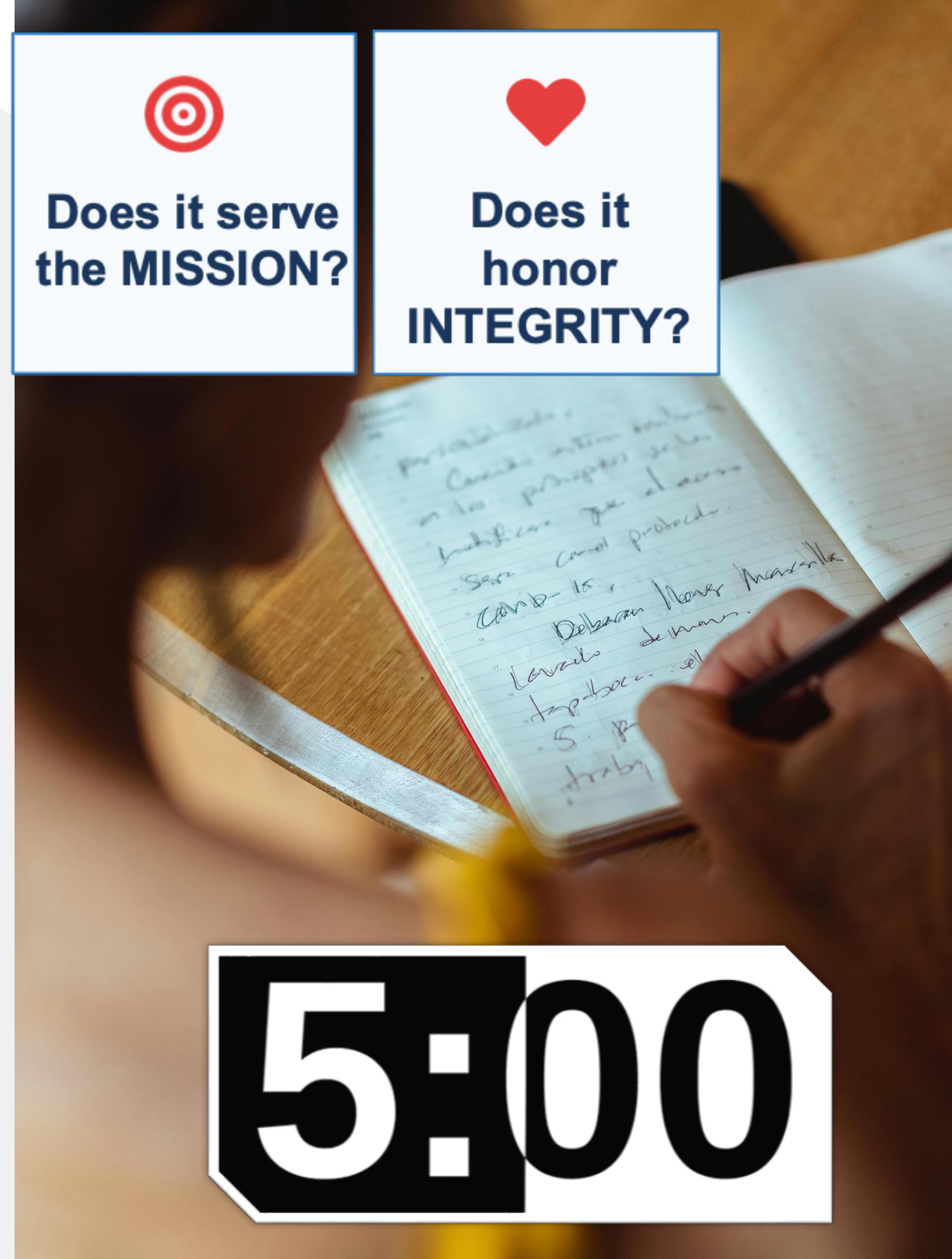
Does it
honor
INTEGRITY?

Integrity Pause...

Think of one task or decision
you'll make at work next week.

Use the 5-question checklist.

5:00



Sa public service
sapat na ba
ang tama lang?

“Hindi sapat na tama lang...”
dapat maayos din.”



EXCELLENCE



EXCELLENCE

Discharging one's duty
with the **highest** degree
of professionalism and
SUPERIOR
work standards



A Short Story on Excellence



“I will know...”

True excellence
anchored on
INTEGRITY...”

**“Integrity is what gives
excellence its true value.”**



“The moment we bend the rules, excellence loses its value.”

Pwede Na? Pwede Pa!!!

Your 20% Challenge



“Reduce processing time by 20%
WITHOUT violating rules”



Extra challenge in the workplace...

Choose:

- Reimbursement processing
- Budget approval
- Disbursement
- Report consolidation

Identify:

1. Saan tumatagal?
2. Ano ang babaguhin?



“Reduce processing time by 20%
WITHOUT violating rules”



When it gets difficult...



The MIRROR Test



**The HEADLINE
Test**



The LEGACY Test



People who face
the same pressures
as you...

same deadlines
same difficult decisions

Hindi ka nag-iisa...





“**Integrity and Excellence**
are not something we carry alone.

...something we protect **TOGETHER...**”

When all of us choose to do what is right...and do it well...

We are not just doing our jobs...

We are delivering true service that every Filipino deserves...

Puso, Dangal, at Galing
para sa bayan....



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