

FORGED BY THE SEA
CULTURE OF EXCELLENCE

BUILDING OUR WARFIGHTERS & TEAMS

READY TO FIGHT & WIN

CORE VALUES



WARRIOR TOUGHNESS



GREAT PEOPLE



GREAT LEADERS



GREAT TEAMS



ACCOUNTABLE TO YOURSELF AND TO YOUR TEAM

Honor

- › Be accountable
- › Display uncompromising integrity
- › Uphold the highest standards

Courage

- › Do the right thing, always
- › Act despite your fear
- › Ask for help

Commitment

- › Get Better, as a person and Team
- › Know and do your job
- › Be selfless and humble

Preparation

- › Strengthen our Mind, Body, and Spirit
- › Train with realism—leverage stress
- › Be the example of what right looks like

Execution

- › Adjust to the demands of the mission
- › Maintain situational awareness
- › Respond mindfully, not emotionally

Reflection

- › Reflect as an individual
- › Conduct after actions as a Team
- › Commit to continuous improvement

Mind

- › Social: Build healthy relationships
- › Psychological: Manage stress, recognize warning signs, ask for help
- › Life Skills: Learn skills to navigate everyday life

Body

- › Nutrition: Eat to better your health, avoid risky substances
- › Physical: Get restorative sleep, stay active
- › Medical/Dental: Meet standards for duty, utilize preventative health

Spirit

- › Connect with something greater
- › Sustain a sense of purpose
- › Know your personal values

ACCOUNTABLE TO YOUR PEOPLE

Character

- › Set the standard, be transparent
- › Own your mission, empower your people
- › Master self-awareness and emotional intelligence

Competence

- › Deliver outcomes, self-assess & self-correct
- › Manage risk, act on what matters most
- › Solve hard problems, fix or elevate barriers

Culture

- › Take care of your people
- › Build winning teams
- › Ensure a safe & healthy environment

ACCOUNTABLE TO EACH OTHER

Mission

- › Value & Respect everyone
- › Be brilliant on the basics
- › Achieve excellence

Learning

- › Establish trust
- › Discuss successes & failures
- › Improve, continuously

Community

- › Include families
- › End workplace hostility & toxicity
- › Eliminate harassing behaviors

TOOLS AND PROGRAMS

- › Sailor's Creed

TOOLS AND PROGRAMS

- › Warrior Toughness Placemat

TOOLS AND PROGRAMS

- › Mental Health Playbook
- › Programs at Fleet and Family
- › Chaplains Religious Enrichment Development Operation (CREDO)
- › Armed Forces Wellness Center (AFWC)
- › Health Evaluation and Lifestyle Management (HELM)

TOOLS AND PROGRAMS

- › Navy Leader Development Framework
- › Enlisted Leader Development (ELD)
- › Navy Performance Improvement Educational Resource (N-PIER) Handbook
- › Afloat Culture Workshops (ACW)

TOOLS AND PROGRAMS

- › Suicide Related Behavior Response and Postvention Guide
- › Prevention & Response Programs
- › Integrated Primary Prevention Work Force
- › Navy Family Framework



LEARN MORE
 ABOUT OUR TOOLS AND PROGRAMS

GIVE US FEEDBACK



FORGING NAVY'S CULTURE

A TOOL TO SELF-ASSESS YOUR COMMAND'S CULTURE

IT ALL STARTS AT THE TOP

How connected and cohesive is YOUR Triad?



ONBOARDING

- › Sponsorship & Indoc Programs
- › Career Development Boards (CDB)
- › Ombudsman

- › PG Sailors contacted early by trusted sponsors
- › Triad engaged with Indoc—every new Sailor attends (Officer *and* Enlisted)
- › CDBs conducted for every Sailor (Officer *and* Enlisted) - Warrior Ethos is discussed/refined

- › Inbound families connected early to OMBUDSMAN and FRG
- › Influencers within your command (People bought-into your culture) identified and made part of your onboarding
- › Sailors surveyed for feedback on CDBs

- › Indoc is an “event” with team-building, families, and tours
- › Sailor CDB goals are discussed with leadership during check-in
- › Mentorship is tangible and effective

TOUGHNESS & PREVENTION

- › Warrior Toughness
- › Human Factors Boards (HFB)/Councils (HFC)
- › All Prevention Programs
- › Response Plans

- › Command embraces and manages stress, provides tools to assist
- › HFBs held for Sailors in need, HFCs held before & during high-risk periods
- › Stigma removed for seeking mental health care and for reporting incidents of harassment, discrimination or assault
- › Sailors get help when needed. Commands are ready to provide responses to:
 - › Suicides, suicide attempts, suicide related behaviors, sexual assaults, and other harmful behaviors
- › Warm Handoffs occur for high-risk Sailors

- › Command self-assesses through reflection and AARs
- › Leaders provide time for Sailors to take care of their Minds, Bodies, and Spirits
 - › Individual/unit PT and/or NOFFS are normal activities
- › Leaders at all levels actively message about harmful behaviors, Risk and Protective Factors
- › Collateral Duties assigned based on aptitude, approachability, and influence in the command

- › Warrior Toughness principles deliberately incorporated into evolutions
- › Commands tie Warrior Toughness skills into Sailor development opportunities (e.g., CDB, HFC, Evals, counseling)
- › Sailor recognition opportunities are frequent, well-attended, and tie award to Command or Core Values
- › Leaders commonly practice emotional intelligence, transparency, and acceptance of differing points of view

LISTENING & ACTING

- › Command Climate Assessments (CCA)
- › Command Resilience Teams (CRT)
- › Listening to Understand

- › CCA used as a way to get better
 - › DEOCS participation incentivized
 - › Results debriefed to command & ISIC
 - › Toxic/Hostile/Sexist/Racist Leaders identified; actions taken
- › CRTs meet on a periodic basis & provide actionable insights
- › Face to face meetings occur frequently to pass information and explain the WHY

- › CCA action items messaged to command throughout the year
- › CRT recommendations (including from CO's suggestion box) affect command calendar
- › Virtual CO's Suggestion Box used by triad
- › Each year, Protective Factors increase & Risk Factors decrease

- › CRT assessment validated by CCA/DEOCS (nothing new revealed)
- › Additional surveys used to assist Triad/CRT
- › CMT facilitated with thoughtfulness and discussion—*what are we trying to learn/achieve?*
- › CRT used to facilitate CMT

Ask yourself



How is the relationship between your Chief's Mess and the Wardroom? Are they united?



When people leave your command, do they want to stay or leave our Navy? WHY?