

Unit 3: Accomplishing Mission

Lesson 12: Professionalism

Lesson Duration: 120 minutes

ENABLING OBJECTIVES:

- **DESCRIBE** ways to use the Navy Core Values and Navy Ethos to foster ethical behavior.
- **EXPLAIN** how integrity is demonstrated on the job.
- **IDENTIFY** ways to correct inappropriate behaviors.

INSTRUCTOR PREPARATION:

1. Review Lesson 12 objectives.
2. Review Lesson 12 lesson plan, case studies and corresponding presentation.
3. Prepare to give an overview of each topic.
4. Prepare to facilitate the questions with the group.

5. Prepare to facilitate a discussion on the posed questions or capture the answers on a chart pack or white board.
6. Review the case studies at the end of this lesson.
7. Materials:
 - a. Lesson 12 presentation
 - b. Pens
 - c. Chart pack paper
 - d. Case studies to distribute

REFERENCES:

Professionalism (definition) – Merriam-Webster

Mission, Vision, & Guiding Principles

Navy Core Values

Navy Ethos

TITLE	RELATED FACILITATOR ACTIVITY
<p>12-0 Chief Petty Officer Selectee Leadership Course</p>	<p>DISPLAY: Slide 12-0 Chief Petty Officer Selectee Leadership Course.</p>
<p>12-1 Lesson 12</p>	<p>DISPLAY: Slide 12-1 Lesson 12.</p> <p>SAY: As we discuss professionalism—consider what makes <u>you</u> a professional Sailor. What does it mean to “be professional”? As Chiefs, what guidance do we have on being professional?</p>
<p>12-2 Objectives</p>	<p>DISPLAY: Slide 12-2 Objectives.</p> <p>REVIEW: Objectives. Discuss what trainees will be able to accomplish after this session.</p>
<p>12-3 Quote</p>	<p>DISPLAY: Slide 12-3 Quote.</p> <p>DO: Have a trainee read the slide aloud.</p> <p>“Professional competence is more than a display of book knowledge or of the results of military schooling. It requires the display of qualities of character which reflect inner strength and justified confidence in one’s self.”</p> <p style="text-align: right;">— <i>General Maxwell Taylor</i></p> <p>SAY: General Maxwell Taylor commanded the 101st Airborne Division</p>

TITLE	RELATED FACILITATOR ACTIVITY
	<p>during the D-Day landings behind enemy lines (Operation Market Garden). Later he became Chairman of the Joint Chiefs of Staff.</p>
<p>12-4 Define Professionalism</p>	<p>DISPLAY: Slide 12-4 Define Professionalism.</p> <p>GROUP DISCUSSION (5 min): Define Professionalism</p>
<p>12-5 Professionalism</p>	<p>DISPLAY: Slide 12-5 Professionalism</p> <p>Professionalism: the conduct, aims, or qualities that characterizes or mark a profession or a professional person — Merriam-Webster Dictionary</p>
<p>12-6 Professionalism</p>	<p>DISPLAY: Slide 12-6 Professionalism.</p> <p>DO: Have a trainee read aloud the slide.</p> <p>Chiefs will actively teach, uphold, and enforce standards. We will measure ourselves by the success of our Sailors. We will remain invested in the Navy through self-motivated military and academic education and training and will provide proactive solutions that are well-founded, thoroughly considered, and linked to mission accomplishment.</p> <p style="text-align: right;">— Mission, Vision, and Guiding Principles (MVGP)</p>

TITLE	RELATED FACILITATOR ACTIVITY
<p>12-7 Navy Core Values</p>	<p>DISPLAY: Slide 12-7 Navy Core Values.</p> <ul style="list-style-type: none"> • Honor • Courage • Commitment <p>ASK: How does our adherence to the Navy Core Values relate to professionalism?</p>
<p>12-8 through 12-9 Navy Ethos</p>	<p>DISPLAY: Slide 12-8 & 9 Navy Ethos.</p> <p>DO: Have a trainee read each slide aloud.</p> <p>We are the United States Navy, our Nation's sea power – ready guardians of peace, victorious in war.</p> <p>We are professional Sailors and Civilians - a diverse and agile force exemplifying the highest standards of service to our Nation, at home and abroad, at sea and ashore.</p> <p>Integrity is the foundation of our conduct; respect for others is fundamental to our character; decisive leadership is crucial to our success.</p>

TITLE	RELATED FACILITATOR ACTIVITY
	<p>We are a team, disciplined and well-prepared, committed to mission accomplishment. We do not waver in our dedication and accountability to our shipmates and families.</p> <p>We are patriots, forged by the Navy Core Values of Honor, Courage and Commitment. In times of war and peace, our actions reflect our proud heritage and tradition.</p> <p>We defend our Nation and prevail in the face of adversity with strength, determination, and dignity.</p> <p>We are the United States Navy.</p> <p>ASK: How does our adherence to the Navy Ethos promote professionalism?</p>
<p>12-10 Professionalism</p>	<p>DISPLAY: Slide 12-10 Professionalism.</p> <p>INDIVIDUAL ACTIVITY (30 min): Using the Navy Core Values and Navy Ethos as a guideline, take a few minutes to reflect on how you as a Chief Petty Officer will model ethical behavior.</p> <p>POSSIBLE ANSWERS:</p> <ul style="list-style-type: none"> • Treat others with respect

TITLE	RELATED FACILITATOR ACTIVITY
	<ul style="list-style-type: none"> • Be fair and impartial • Do the right thing even when no one is watching • Demonstrate loyalty, self-control, honesty, and truthfulness • Praise in public; criticize in private
<p>12-11 What Are the Characteristics of a Successful Sailor?</p>	<p>DISPLAY: Slide 12-11 What Are the Characteristics of a Successful Sailor?</p> <p>GROUP DISCUSSION (10 min): We measure ourselves by the success of our Sailors.</p> <p>ASK:</p> <ul style="list-style-type: none"> • What are the characteristics of a successful Sailor? • How do you measure success? • As a Chief, what can you do to set up your Sailors to succeed? • How will you correct inappropriate behavior?

TITLE	RELATED FACILITATOR ACTIVITY
	<p>POSSIBLE ANSWERS:</p> <p><u>Characteristics</u></p> <ul style="list-style-type: none"> • Responsible • Respectful • Dependable • Leader • Follower • Hard-worker (max of his/her ability) • Lives by Navy Core Values • Team member • Commitment to mission <p><u>Measuring success</u></p> <ul style="list-style-type: none"> • Getting more out of the Sailor than s/he thought s/he could produce

TITLE	RELATED FACILITATOR ACTIVITY
	<ul style="list-style-type: none"> • Reaching short and long term goals • Being a contributing member of the organization • Enjoying your job and contributions <p><u>Setting Sailors up to succeed</u></p> <ul style="list-style-type: none"> • Lead by example • Enforce standards • Do not tolerate laxity, slackness, or poor military appearance or behavior • Give them the opportunity to be all they can be • Create an environment that is conducive to learning • Encourage them to set short- and long-term goals
<p>12-12 Correcting Inappropriate Behavior</p>	<p>DISPLAY: Slide 12-12 Correcting Inappropriate Behavior.</p> <p>REVIEW:</p> <ul style="list-style-type: none"> • Be professional in the correction

TITLE	RELATED FACILITATOR ACTIVITY
	<ul style="list-style-type: none"> • Be upbeat and positive. • Focus on the inappropriate behavior and not the person. • Explain why the behavior is not acceptable. • Provide alternatives to the behavior.
<p>12-13 Case Studies</p>	<p>DISPLAY: Slide 12-13 Case Studies (blank slide as a place holder).</p> <p>GROUP DISCUSSION (15 min): Case Studies – Providing Feedback</p> <p>DO: There are seven case studies. Provide each trainee or groups of trainees (depending on class size) a case study. Have them read each case study to the class.</p> <p>DO: Debrief each case study. Have each trainee or group read their case study out loud and discuss their answer with the rest of the class.</p>
<p>12-14 Knowledge Check</p>	<p>DISPLAY: Slide 12-14 Knowledge Check.</p> <p>ASK THE FOLLOWING QUESTIONS TO CHECK FOR UNDERSTANDING:</p>

TITLE	RELATED FACILITATOR ACTIVITY
	<ul style="list-style-type: none"> • What are two examples of how the Navy’s Core Values and Navy Ethos foster ethical behavior? • How can you demonstrate integrity? • What are two examples of how you would correct an inappropriate behavior?
12-15 Objectives	<p>DISPLAY: Slide 12-15 Objectives.</p> <p>REVIEW: Objectives.</p>
12-16 Summary	<p>DISPLAY: Slide 12-16 Summary.</p>

Case Study 1:

You are out walking the passageways during daily cleaning stations and notice a group of Sailors who are not in your division clowning around and not cleaning. What actions would/should you take? Would you report them to their leading chief petty officer?

Case Study 2:

Your department head has tasked you to complete rehab work on one of your spaces within the week. You head up to talk over a game plan with your leading petty officer (LPO) only to learn that your division officer has already tasked your LPO to complete rehab work on different space within the same time period. Your LPO would like to know which space takes priority. How could you have addressed this to reduce the confusion?

Case Study 3:

Your division officer has seemed more and more stressed lately. Today you hear repeated 1MC announcements for your division officer to report to your department head and/or executive officer. Who can you talk with to get some assistance concerning your division officer? What can you do?

Case Study 4:

You're walking through the mess decks when you overhear several Sailors talking about the upcoming retirement ceremony for one of the Chiefs. They are expressing displeasure at having to get their dress uniforms ready for a ceremony for some "lifer" who's not even their Chief. What would you do?

Case Study 5:

You are preparing for a very important and unique deployment and will be leaving next week. You'll be gone for about 10 weeks. Your division features prominently in the exercises that you'll be conducting. Your PO1 holds a critical Navy Enlisted Classification that is crucial for this exercise. His wife is pregnant with their second child and will be due right in the middle of the exercise. She has a good support network locally and has had no problems with the pregnancy, but he has asked to be left behind to be present for the birth. What would you do?

Case Study 6:

You're in the CPO Mess with three other Chiefs when one of them tells the other about one of your Chiefs who was "picked up" by the local police for being drunk and disorderly last night at a bar in town. The Chief was not charged and was released to the other Chief this morning. The command has not been informed and the command master chief may or may not know about it. The Chief turns to you and reminds you that "what's said in the Mess stays in the Mess." What would you do?

Case Study 7:

You have been approached by several Sailors concerning a fellow Chief who has been very aggressive, sometimes confrontational, and rude. They complain that the Chief talks down to them and will hang up on them when they are looking for someone. You decide to approach this Chief about this. The Chief starts to get aggressive and rude to you and then questions your loyalty to your fellow Chiefs saying, "So, now you are going to listen to and take the side of the blue shirts over your fellow Chiefs." What would you do?