

# Character and Competence



## Module 2.0

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# Character and Competence

## OBJECTIVES

2.0a Discuss the importance of character and competence in the organization as it relates to the Navy Leader Development Framework and the CPO Creed.

2.0b Define and discuss challenge and how it relates to the CPO Creed.

2.0c Analyze and discuss the definition of character and competency and how it relates to Chief Petty Officers in leading junior, peers and senior personnel.

2.0d Discuss in groups how “Navigating the Seven Seas” applies to character development and how it will strengthen our ability to always behave consistently with our core values of honor, courage and commitment.

2.0e Discuss in groups how “Navigating the Seven Seas” applies to developing competence and how it will strengthen our operational and warfighting competence and more skilled at our jobs as we grow.

## Overview

- CPO Creed
- Definition of Challenge
- Definition of Character and Competence
- Navigating the Seven Seas
- Practical Exercise

# Character and Competence

“...Our intent was to impress upon you that challenge is good; a great and necessary reality which cannot mar you – which in fact, strengthens you. In your future as a Chief Petty Officer, you will be forced to endure adversity far beyond what has thus far been imposed upon you. You must face each challenge and adversity with the same dignity and good grace you have already demonstrated.”

**Your character and competence will determine your ability  
to lead!**

## Definition of Challenge:

- A call or summons to engage in any contest, as of skill, strength, etc.

## Leadership; Seven Cs

1. Character
2. Competence
3. Courage
4. Commitment
5. Caring
6. Communicating
7. Community

# Character and Competence

## Character defined:

Character is defined as the “moral excellence” and “the mental and moral qualities of an individual”

Character is the most important Leadership C.

*“It is the core of the leader, essential to the end, ways and the means or realizing the leader’s vision.”*

Melvin G. Williams Sr. & Melvin G. Williams Jr. Authors of Navigating the Seven Seas

# Character and Competence

## Competence defined:

Competence is defined as the “ability to do something successfully or efficiently.”

A leader must be competent as he or she guides the organization.

“Leadership involves having competence in *achieving desired effectiveness* (results, performance, or outcomes) as defined by the leader”

Melvin G. Williams Sr. & Melvin G. Williams Jr. Authors of Navigating the Seven Seas



# Character and Competence

## Courage defined:

Courage is defined as the “the moral and mental strength to do what is right, even with criticism or adversity.”

*“Leadership necessitates courage in making decisions. Leaders should consider the facts, opinions of a diverse group, instincts and intuition, and be decisive at the right time.”*

Melvin G. Williams Sr. & Melvin G. Williams Jr. Authors of Navigating the Seven Seas

# Character and Competence

## Commitment defined:

Commitment is defined as the “the state or quality of being dedicated to a cause, activity, etc.”

A commitment to developing people is essential!

“A commitment to serving or supporting something greater than self; in our case, defending freedom through service in the Navy.”

Melvin G. Williams Sr. & Melvin G. Williams Jr. Authors of Navigating the Seven Seas

## Caring defined:

Caring is defined as the “displaying kindness and concern for others.”

Character and Competence

Caring is important. Leaders who care take action toward *servicing needs* of their people.

“To have empathy, compassion and consideration-is an essential aspect of effective leadership.”

Melvin G. Williams Sr. & Melvin G. Williams Jr. Authors of Navigating the Seven Seas

# Character and Competence

## Communicating defined:

Communicating is defined as the “share or exchange information, news, or ideas.”

Communicating is important. Leaders must be effective in inspiring action.

**“People want to be inspired by the leader, who provides a sense of purpose and a reason for commitment to the team’s effort.”**

Melvin G. Williams Sr. & Melvin G. Williams Jr. Authors of Navigating the Seven Seas

# Character and Competence

## Community defined:

Community is defined as “a group of people living in the same place or having a particular characteristic in common”

Community is important. Leaders should endeavor to establish community strength when creating teamwork.

*“Leadership involves regard for community when creating teamwork.”*

Melvin G. Williams Sr. & Melvin G. Williams Jr. Authors of Navigating the Seven Seas

## Practical Exercise

1. Character
2. Competence
3. Courage
4. Commitment
5. Caring
6. Communicating
7. Community

# Character and Competence

## Summary

We discussed the importance of character and competence in the organization as it relates to the Navy Leader Development Framework and the CPO Creed.

We discussed the importance of challenge and how it relates to the CPO Creed and as leaders in leading junior, peers and senior personnel.

We analyzed and discussed the definition of character and competency and how they relate to Chief Petty Officers in leading junior, peers and senior personnel.

We discussed in groups how “Navigating the Seven Seas” applies to character development and how it will strengthen our ability to always behave consistently with our core values of honor, courage and commitment.

We discussed in groups how “Navigating the Seven Seas” applies to developing competence and how it will strengthen our operational and warfighting competence and more skilled at our jobs as we grow.