Influence and Honesty

Objectives

5.1a Define and discuss influence and honesty as they relate to the CPO Creed.

5.1b Analyze and discuss the types of influence and how it relates to Chief Petty Officers leading and mentoring junior, peers, and senior personnel.

5.1c Analyze and discuss how honesty affects an individual’s ability to influence others and how they relate to Chief Petty Officers leading and mentoring junior, peers, and senior personnel.

5.1d Discuss how influence and honesty impact the command, the mission, and the Navy and how they relate to the Chief Petty Officers.
Influence and Honesty

Overview

• CPO Creed.

• Definition of types of influence and honesty.

• Analyze influence and honesty.

• Discuss importance of influence and honesty as they relate to Chief Petty Officers.
Influence and Honesty

...It is required that you be the fountain of wisdom, the ambassador of good will, the authority in personal relations as well as in technical applications. “Ask the Chief” is a household phrase in and out of the Navy. You are now the Chief. The exalted position you have achieved – and the word exalted is used advisedly – exists because of the service, character, and performance of the Chiefs before you. It shall exist only as long as you and your fellow Chiefs maintain these standards....

CPO Creed

You Are Now The CHIEF!
Types of influence:

- Compliance
- Identification
- Internalization
- Conformity
- Minority Influence
- Self-fulfilling prophecy
- Reactance
- Obedience
- Persuasion
- Psychological Manipulation
Influence definitions:

**Compliance** - going along with explicit requests made by others.

**Identification** - assimilates an aspect, property, or attribute of the model that other provides.

**Internalization** - acceptance of a set of norms established by people or groups.

**Conformity** - change in behavior, belief, or thinking to align with those of others or with normative standards.

**Minority Influence** - when a majority is influenced to accept the beliefs or behaviors of a minority.
Influence and Honesty

Influence definitions (cont):

**Self-fulfilling prophecy** - a prediction that directly or indirectly causes itself to become true due to positive feedback between belief and behavior.

**Reactance** - the adoption of a view contrary to the view that a person is being pressured to accept.

**Obedience** - giving in to the commands of an authority.

**Persuasion** - the process of guiding oneself or another toward the adoption of an attitude by rational or symbolic means.

**Psychological Manipulation** - aims to change the behavior or perception of others through abusive, deceptive, or underhanded tactics.
Influence and Honesty

Honesty \(^{(n)}\) definition

Fairness and straightforwardness of conduct. Truthfulness, frankness

Honest \(^{(adj)}\) definition

Free from fraud or deception. Legitimate, truthful

“The exalted position you have now achieved – and the word exalted is used advisedly – exists because of the attitude and performance of the Chiefs before you.”
Importance of honesty:

- Good order and discipline
- Trust
- Perceptions
- Fairness
- Equal opportunity for everyone
- Able to lead (respect)
- Teamwork
Influence and Honesty

Command, Mission, and Navy Impact:

- Good order and discipline
- Moral
- Organizational culture
- Trust
- Motivation
- Performance
Summary

• CPO Creed.

• Definition of types of influence and honesty.

• Analyze influence and honesty.

• Discuss importance of influence and honesty as they relate to Chief Petty Officers.

Positive or Negative, Chiefs influence everyone around them!