



**FLEET MASTER CHIEF  
U.S FLEET FORCES COMMAND  
1562 MITSCHER AVENUE SUITE 250  
NORFOLK, VA 23551-2487**



Chief,

Congratulations on your selection to enter one of the most unique organizations in the military – the CPO MESS! This is a significant milestone in your career and you are justified in your feeling of accomplishment. As you embark on this new chapter of your career I charge you to keep the following in mind:

- The special status of the Chiefs Mess remains today because of the CPOs who went before you. These Chiefs lived by our Navy Core Values and ensured our Sailors, families, and commands were always prepared to execute our mission. You are now responsible for continuing this legacy and must zealously guard our reputation.
- Your success as a CPO is now inexorably linked to the success of your Sailors, your division, your department, and your command.
- In order to effectively employ your Sailors you must be a great planner. Our Sailors deserve to know the plan of what maintenance, training, and tasks they will be asked to complete well in advance so they can properly prepare. This requires foresight and a deep understanding of requirements. As such you will work harder and longer than you have in the past – “more will be expected of you.”
- You are singularly responsible for the development of your Sailors. You must mentor them, understand their strengths and areas for improvement, and tailor a comprehensive plan for them to reach their full potential. This must include areas outside of technical competence that holistically develop our Sailors.
- The climate and culture of your division is your responsibility – you set the tone. You must foster an environment that instills a sense of pride, belonging, and mutual respect.
- No one at your command is allowed to know more about your people, spaces, programs, and equipment than you. You must be the absolute authority on the operation, maintenance, and employment of your gear.

While the responsibility inherent in being a Chief Petty Officer can seem daunting, there are few things in life more rewarding than being a good Chief. I wish you the best of luck and look forward to seeing you in the fleet leading our Sailors. Congratulations again.

A handwritten signature in blue ink, appearing to read "John", with a long, sweeping underline.

John