

“History shows the navy which adapts, learns, and improves the fastest gains an enduring warfighting advantage. The essential element is fostering an ecosystem—a culture—that assesses, corrects, and innovates better than the opposition.” – *Chief of Naval Operations Michael Gilday*

# GET REAL GET BETTER

is a call to action for every Navy leader  
to apply a set of Navy-proven leadership and problem solving best practices  
that empower our people to achieve exceptional performance



- ▶ The Navy has teams with great culture and great performance, but we also see examples of teams with poor culture and weak performance. The gap between our best and our worst performers is too great.
- ▶ To remain the world’s strongest Navy, we must have consistently strong performance. Get Real Get Better is the formula consistently used by our best performers.
- ▶ This approach empowers our people to find and fix problems – and innovate – at their level, from the deckplate to senior leaders. We reward ownership and ingenuity, and we help each other remove barriers.
- ▶ We are committed to accelerating our warfighting advantage by unleashing our people, not by burdening them with extra requirements, policies, or bureaucracy.
- ▶ Principles here and in the Charge of Command make our Navy more ready for competition and combat.

## ***Every Navy leader must:***

## GET REAL >>>

- ▶ Self-Assess. Be your own toughest critic. Continually evaluate yourself and your team. All of us can improve.
- ▶ Be honest, humble, and transparent about current performance. Support *others* in getting real.
- ▶ Know your actual capabilities and limitations. Challenge your beliefs using data, facts, and diverse input.
- ▶ Embrace the red. Be curious and take pride in fixing problems. We are not a zero-defect Navy.

## GET BETTER >>>

- ▶ Self-Correct. Continuously fix small problems at the lowest level before they become large issues.
- ▶ Apply Navy problem solving tools and best practices to shift from more activity to better outcomes.
- ▶ Find and fix the root causes, not just symptoms. Set clear accountability and work collaboratively.
- ▶ Fix or quickly elevate barriers. Measure yourself on creating opportunities for your team to progress.

## ... USING A LEARNING MINDSET ...

- ▶ Be a “learn-it-all” vice “know-it-all”. Transparently share what you learn to make others more successful.
- ▶ Be courageous; aim high even if you may fall short. When you miss, come back smarter than before.
- ▶ Build trust. Honor and reward the value of each member of your team. Recognize others who support you.
- ▶ Experiment frequently to find the best solution. Adjust your plan based on learning.

Get Real Get Better training, support materials, and communication products continue to be developed.  
See [www.navy.mil](http://www.navy.mil) for available resources.