From: Master Chief Petty Officer of the Navy  
To: All Chief Petty Officers  

Subj: COMPETENCY

1. The tone of the Navy, the tone of the command, and the tone on the deck plate is set by the Chiefs Mess. Our duty goes well beyond our direct responsibilities – it goes to caring for the entire command and Navy as a whole. Our actions and how we lead set the tone for how our Sailors will experience their service in the Navy.

2. The Chief is the prime instructor for how things get done correctly. They are masters of their rating and must be technically and tactically proficient. They are accountable for their team’s performance and work relentlessly each day to drive improvement. They achieve more by eliminating unproductive chaos in their commands. They bring order and discipline to day-to-day operations. They are the role model because it is their duty to be so.

3. Competent Chiefs are effective leaders in all their duties. They are unrivaled in their attention to detail, both for themselves and their people. They set clear accountability and work collaboratively. They emulate and drive the correct standard for job accomplishment. They ensure that standards are consistently applied and constantly communicated. When the standards are not met, they hold personnel accountable. Chiefs don’t live with problems. They find and fix the root causes; not just the symptoms. They do not farm out their responsibilities or delegate up. They elevate barriers only after they have hit a wall.

4. Chiefs are a combination of doing things right and doing the right things. They know that the standard they walk past is the standard they accept. They take on a coaching role by having “teaching moments” on standards. They highlight and correct underperformance in a professional manner. They know the little things matter because they prevent larger, more significant problems in the future. They ensure performance areas are owned and performance standards are understood by those responsible.

5. As individual Chief Petty Officers, we demonstrate the standards of technical and professional performance. We must be a good Sailor and a leader in all areas. We actively teach, uphold, and enforce standards. In doing so, we are responsible as a Mess to hold one another accountable and acknowledge and address shortfalls. This is how we build trust with our leaders, our Sailors, and each other.

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