

U.S. Coast Guard Marine Safety Unit Duluth

Command Philosophy



The Maritime Transportation System of the Western Great Lakes is our responsibility. With a bias for action, we will execute our missions of preventing the loss of lives and property, protecting the marine environment, ensuring our national security, and providing mission-critical procurement services to our supported District Nine units. Do this in accordance with our core values and guided by my three principles of **People First, Mission Always, Ego Never.**

People First

Take care of your people. The mission begins and ends with you, our greatest asset. Look out for each other, be outspoken on safety issues and never compromise on the safety, security, or well-being of you or your team. Create a safe, inclusive, and enjoyable environment, one free from bullying, discrimination, harassment, and prejudice. Invest in the personal and professional growth for yourself and those you serve. Don't neglect personal resiliency and work life balance. Pay due focus to your physical, mental, and emotional health along with the social relationships that sustain us, especially our families, friends, and co-workers.

Mission Always

Always remember what a difference you can make in the lives of others. Make it a goal to be the best at what you do and continually look for opportunities to hone your skills. Build strong partnerships within and around our maritime community to improve mission effectiveness, efficiencies, and performance. Although your decisions should always be grounded in policy, you are encouraged to challenge habitual patterns in operations in lieu of better, more innovative approaches to the mission and its ever-evolving demands. Avoid perfecting the Coast Guard of the past; instead, I want you to create the Coast Guard of the future.

Ego Never

One team, one fight. Place the interests of those that you serve before your own. Support those around you, share credit, and establish an environment built upon trust and our core values. Continually seek out ways to help and work as one team towards the common goal. You are never alone. Don't be afraid to ask for help and always be willing to listen to and provide council. Be accountable and transparent. Our job involves tough decisions and taking measured risks. Honest mistakes will happen and that's okay. Own and communicate them, use them as teachable moments, and move on. Remember, whatever we accomplish, we accomplish together.

Lastly, **HAVE FUN!** This is your unit, and I want you to enjoy your time here. We will not always control our schedule, mission, or circumstances, but we can always control our attitudes and effort. Stay positive, stay flexible, and always look for ways to incorporate humor and moral into the workday. We have one of the greatest jobs in the world; let's enjoy doing it!

J.P. Botti

Commanding Officer

Marine Safety Unit Duluth