



DEPARTMENT OF THE NAVY
THE MASTER CHIEF PETTY OFFICER OF THE NAVY
2000 NAVY PENTAGON
WASHINGTON DC 20350-2000

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

Subj: **CALL TO ACTION: PROFESSIONAL AND CHARACTER DEVELOPMENT**

1. **Every Sailor deserves a Chief Petty Officer who is fully invested in their professional and character development.** Chiefs are responsible for the all-around training of personnel assigned to their supervision. Chiefs develop leaders with strong character, diverse perspectives, and resilience. We must recruit, retain, and effectively manage the talent of a diverse workforce to unleash their full potential at any given moment. To accomplish this, **my goal is to ensure professional and character development is incorporated at multiple points throughout a Sailor's career;** at the right time, in the right manner.
2. **Developing a good Sailor starts with their Chief Petty Officer** – starting from the moment they receive orders to the command. Make sure they have the **right** sponsor. When they report, and during the entire onboarding and check-in process, make sure they have the necessary support to ensure a seamless transition, including their housing and pay. Get them to command indoctrination; give them the opportunity to understand how the command does business. Ensure they understand their rights in the Navy and responsibilities to the Navy and their Shipmates. How they fit into the organization has a lot to do with what is expected of them and what they can depend on the organization for. Career development boards should be detailed, not cursory, and focus on all aspects of the Sailor; how they are settling in the command, how their pay is doing, how their new living conditions are, in addition to their personal and professional goals. Take this chance to sit down and truly get to know your Sailor.
3. **When Chiefs invest in their Sailors and value their well-being, it creates trust and confidence within the team.** Chiefs should be intimately familiar with their Sailors. Chiefs should understand their Sailor's goals and be able to guide them in improving their professional and personal standing. Chiefs must instill continuous pride and professionalism, ensure Sailors are completing their enlisted leadership courses, have a good mentor, and look to pursue additional education opportunities (e.g. U.S. Naval Community College, Tuition Assistance, etc.). When your Sailors know you are invested, you prove to them they are in a safe environment. Be relevant – if your Sailors are not coming to you for guidance or seeking assistance with their issues, you may not be relevant to them. I ask that you reflect on this – I know we all can improve in this area.

James M. Honea
16TH Master Chief Petty Officer of the Navy