



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: QUALITY OF LIFE**

1. **Every Sailor deserves a Chief Petty Officer who is invested in their well-being.** It is our responsibility as Chiefs to ensure the physical and emotional health and safety of our Sailors, and the health and safety of their families. Chiefs also need to take care of each other – this in turn makes it easier for us to support our Sailors.
2. Our Sailors are the most important element to us retaining our asymmetric advantage against our adversaries. Behind every successful Sailor is their family, and we cannot overlook that important element. We need one another. **We are one Navy family,** and my expectation is that everyone knows their role in that family. **I will continue to advocate for quality of life initiatives** to ensure Sailors and their families are taken care of, so we can continue to focus on the mission.
3. Chiefs must be involved in solving their Sailor's issues. If Sailors are confident that their Chief cares about them, they are comfortable with intrusive leadership. Chiefs need to know where their Sailors live, eat, and spend their off time and with whom. **The original embedded mental health professional was the Chief Petty Officer** – when we know our Sailors, we have a better chance to understand when things change in their life, and can step in to help before a situation gets much worse. We cannot fix every problem, and every problem does not require outsourcing.
4. **Chiefs should never be accepting of a standard without understanding what the standard is or should be.** “This is much better than I had it” or “That’s how we’ve always done it” are not phrases we should accept. If you see a problem, don’t walk by it; act. Judge it against your own conscience and whether it is acceptable to you. Chiefs drive outcomes to better the quality of life of our Sailors and their families. As I stated in my letter on warfighting competency - **never be satisfied with the status quo.** That same message applies here; we must always strive to raise our standards.
5. I am calling on you to be that Chief Petty Officer – one who understands the price of leadership and willingly pays it every day. It’s not what we did to earn our anchors that matters, but rather what we do every day while wearing those anchors that define who we are. I know that you will be that Chief.

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