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**Module 3.0 Credibility of a Chief vs E7****Learning Outcome**

3.0 Upon completion of this block of instruction, the student will have gained an understanding of the inherent credibility of a Chief Petty Officer and how being a Chief in the Navy differs from being an E7 in the other services.

**Objectives**

3.0a Analyze and discuss the importance of the credibility of a Chief Petty Officer as it relates to the CPO Creed.

3.0b Analyze and discuss the definition of CREDIBILITY and how it relates to Chief Petty Officers in our ability to lead up, down, and laterally across the organization.

3.0c Analyze and discuss the unique responsibilities and privileges of a United States Navy Chief Petty Officer.

3.0d Analyze and discuss the differences between a United States Navy Chief Petty Officer and an E7 in the other services.

**Curriculum Development References**

1. Laying the Keel, May 2019
2. Navy Leader Development Framework, Version 3.0 May 2019.

**Curriculum Development References**

1. The Noncommissioned Officer and Petty Officer: BACKBONE of the Armed Forces, National Defense University Press.
2. The Blue Jackets Manual.
3. The CPO Mission, Vision & Guiding Principles.

**Student Preparation Material****A. Student Support Material**

1. Syllabus 3.0

**B. Reference Publications**

1. Laying the Keel, May 2019
2. Navy Leader Development Framework, Version 3.0 May 2019.
3. The Noncommissioned Officer and Petty Officer: BACKBONE of the Armed Forces, National Defense University Press.
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Module 3.0 Credibility of a Chief vs E7

**Instructor Preparation**

**A. Review assigned student support material**

**B. Reference Publications**

**C. Instructional Materials Required**

1. Personalized lesson plan
2. Slideshow
  - a. Slides 3-1 through 3-17
3. Practical Exercises
  - a. PE 3. 0-1
  - b. PE 3. 0-2
3. Support Equipment
  - a. VAP or SMART Board and Butcher Paper
  - b. Markers

**D. Seminar Room Preparation**

1. Write your name, lesson number, and lesson module title on the marker board.

2. Check all audio/visual equipment (as applicable) to ensure it is present and in working order.

**E. Suggested Timelines**

1. 60-90 minutes

**F. Handouts**

1. NOTE: Instructor will need to download and/or provide a hard copy of the Blue Jacket Manual 1918 Part 4. "A Short Talk with Chief Petty Officers" <http://www.goatlocker.org/resources/cpo/>

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**Module 3.0 Credibility of a Chief vs E7****Discussion Point****Related Instructor Activity****I. Introduction****Display Slide 3-1**

## A. Attention

A. Introduce yourself and the lesson module.

1. Establish contact

1. Discuss the purpose of the lesson.

2. Lesson Objectives

B. Provide a motivating statement on the importance of the subject matter.

B. Motivation: Used to heighten awareness of the lesson module and increase the students' interest.

**Display Slide 3-2 (Objectives)**

## C. Overview

**Display Slide 3-3 (Overview)**

1. CPO Profile Video

2. CPO Creed – Section 4

3. Definition of CREDIBILITY

4. Unique Responsibilities and Privileges

5. Responsibilities and Privileges

6. Practical Exercise One

7. Practical Exercise Two

8. How a CPO Differs from Other E7s of Other Services

9. Naval History Timeline

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Module 3.0 Credibility of a Chief vs E7

Discussion Point

Related Instructor Activity

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Module 3.0 Credibility of a Chief vs E7

## Discussion Point

## Related Instructor Activity

**II. Presentation****Display Slide 3-4**

- Play CPO Profile Video.
- ASK: How do you think Shannon M. Kent's story relates to the word "credibility?"

## A. CPO Creed Section 4

**Display Slide 3-5**

Note: Let the students read the excerpt from the CPO Creed

- ASK: "What does this mean, "The rank of E7 carries with it unique responsibilities and privileges you are now bound to observe and expected to fulfill."
- ASK: How does "by experience, by performance, and by testing" play into this?

## B. Definition of Credibility

Credibility: "the quality of being believable or worthy of trust"

<https://www.dictionary.com/browse/credibility>

Credibility: "the quality or power of inspiring belief"

**Display Slide 3-6**

Note: Let the students read the definition

- ASK: What does the definition mean to you?
- ASK: What are some ways to undermine credibility?

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Module 3.0 Credibility of a Chief vs E7

## Discussion Point

<https://www.merriam-webster.com/dictionary/credibility>

## C. Building Trust &amp; Toxic Behavior

## D. Credibility and Leadership

## E. Responsibilities and Privileges

## Related Instructor Activity

- ASK: How does the poor performance of one Chief affect the credibility of the CPO Mess?

**Display Slide 3-7**

- Have a student read the slide.
- ASK: What does the Simon Sinek quote mean to you?
- ASK: Toxic behavior, Do we have a problem? Why or Why not?
- ASK: How do we build credibility? Individual / Mess?
- DISCUSS: The importance of “walking the walk”

**Display Slide 3-8**

- ASK: How does credibility affect our ability to lead?
- Give examples for each group:  
Enlisted / Peers / Junior Officers.

**Display Slide 3-9**

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**Module 3.0 Credibility of a Chief vs E7****Discussion Point****Related Instructor Activity****F. Responsibilities and Privileges**

Call on a student to read excerpt from 1918 Bluejackets Manual

- ASK: Does this apply to today's Navy? If so, how?

**Display Slide 3-10****Practical Exercise 3.0-1:**

- Have students break into groups
- Each group will come up with a list of duties and responsibilities (~ 5 minutes)
- Write inputs on a chart pack
- The facilitator should help the class identify common themes and differences.

**G. Differences between Navy Chief and other service E7s****Display Slide 3-11**

- Air Force = Master Sergeant (MSgt)
- Army = Sergeant First Class (SFC)
- Coast Guard = Chief Petty Officer (CPO)
- Marines = Gunnery Sergeant (GySgt)

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**Module 3.0 Credibility of a Chief vs E7****Discussion Point****Related Instructor Activity****Display Slide 3-12**

- ASK: What is the difference between a Navy Chief and other Service E7s?
- DISCUSS: The History of the Navy Chief

**Display Slide 3-13****Personal Experience****Practical Exercise 3.0-2**

- Read the slide aloud.
- EXPLAIN: Knowledge gained through experience matters. As a Chief, Junior Sailors look to you for guidance and answers in demanding situations. There will be times when you will be forced to rely upon both your education and experience to handle stressful situations.
- Within your group, talk about an instance you witnessed or played an active role in during your time in the Navy. Think of an instance in which your leadership made a decision that resulted in perseverance under pressure.
- NOTE: If time permits, call on one Sailor from each group to share their story with the rest of the class.

**Display Slide 3-14**



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Module 3.0 Credibility of a Chief vs E7

## Discussion Point

## Related Instructor Activity

**Naval History Timeline**

<https://www.history.navy.mil/our-collections/photography/us-navy-ships/battleships/maine.html>

<https://loc.gov/rr/hispanic/1898/intro.html>

**Summary**

- Show slide

**Display Slide 3-15**

- NOTE: As you read each difference, provide an example or ask a student to provide one.

**Display Slide 3-16**

- Present Naval History Timeline. If time permits, click on links.

- Summary
- Recap main point from the presentation:
  1. What the words “experience,” “performance,” and “testing,” as stated in the Creed, mean to you.
  2. How “Credibility” relates to being a Chief.
  3. The unique privileges and responsibilities that come with being a Chief.
  4. What separates a Chief from an E7 in other branches of service.
  5. Reflect on your personal experiences and

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Module 3.0 Credibility of a Chief vs E7

**Discussion Point**

**Related Instructor Activity**

apply them to your decision-making process as a leader. Also, know how to share your experiences with others so that they will learn.

**Questions**

- Questions