
Module 4.0 Humility**Learning Outcome**

4.0 Upon completion of this block of instruction, the student will have developed an understanding of humility and servant leadership, with the ability to apply the appropriate techniques to the given situation on or off the job when dealing with junior, peers, or senior personnel and how it relates to the Chief Petty Officer Creed.

Objectives

4.0a Analyze and discuss the importance of humility as it relates to the CPO Creed.

4.0b Analyze and discuss the definitions of humility and pride, and how they relate to Chief Petty Officers in leading junior, peers, and senior personnel.

4.0c Explain the spectrum of pride and how it relates to being a Chief Petty Officer.

Curriculum Development References

1. Laying the Keel, May 2022
2. Navy Leader Development Framework, Version 3.0 May 2019.

Reference Publications

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

Instructor Preparation**A. Instructional Materials Required**

1. Personalized lesson plan
2. Slideshow
 - a. Slides 4-1 through 4-13
3. Practical Exercises
 - a. PE1, PE2, PE3
4. Support Material
 - a. VAP or SMART Board and Butcher Paper.
 - b. Markers.
 - c. Paperclips (one per Selectee)

B. Seminar Room Preparation

1. Write your name, lesson number, and module title on the board. Check audio and visual equipment.

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Suggested Timelines

1. 60-90 Minutes.

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Discussion Point

Related Instructor Activity

I. Introduction

Display Slide 4.0-1

A. Attention

A. Introduce yourself and the lesson module.

1. Establish contact
2. Lesson Objectives

1. Discuss the purpose of the lesson.

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

Display Slide 4.0-2 (Objectives)

C. Overview

Display Slide 4.0-3 (Overview)

1. The CPO Creed
2. CPO Profile Video
3. Definitions of Humility and Pride
4. Spectrum of Pride
5. Practical Exercise 1
6. Practical Exercise 2
7. Humility and the CPO Creed
8. Practical Exercise 3
9. Navy History Timeline

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II. Presentation**Display Slide 4.0-4**

- Play CPO Profile Video.
- ASK: What do you think is the takeaway?

A. CPO Creed section four (4)**Display Slide 4.0-5**

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

- ASK: What does this phrase mean, “Their actions and their performance demand the respect of their seniors as well as their juniors”?
- ASK: What does it mean to “demand respect”?

B. Definition of Humility and Pride**Display Slide 4.0-6**

Note: Let the students read the definitions

- ASK: What do these definitions mean to you? What does Humility look like to you?
- ASK: What are some positive and negative attributes associated with humility? Show me what these attributes look like. Does humility lead to strength and/or weakness?

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Related Instructor Activity

C. Spectrum of Pride

- ASK: How should your Sailors view you – humble, prideful, or arrogant?

Display Slide 4.0-7

- STATE: This slide provides us with more detail on the interplay between humility and pride.
- EXPLAIN: Some attributes related to the left side of the spectrum can be necessary tools for a Chief Petty Officer. For example, it requires a large dose of humility to own and execute orders you may not personally agree with, but this is sometimes necessary to fulfill the Navy’s mission.
- EXPLAIN: Some attributes related to arrogance can be used positively, especially as a Chief. Some examples include boldness, or questioning norms (the facilitator must elaborate on this).
- ASK: Where do you think you stand on this spectrum?

D. Applying the Spectrum of Pride**DISPLAY Slide 4.0-8**

- **Practical Exercise 4.0-1**
- DIRECT: Have the Sailors split into groups and complete the Spectrum of Pride worksheet. Remind

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Related Instructor Activity

them they must be prepared to discuss their answers.

Note: Once everyone has completed the worksheet, read the first scenario aloud. Then call on one Sailor to explain his or her answer. Repeat this for each scenario.

D. What Kind of Chief Do I Want to Be?**DISPLAY Slide 4.0-9**

- **Practical Exercise 4.0-2**
- EXPLAIN: For this practical exercise, you will need your Charge Book. First, create three columns. At the top of each column, write down one area you feel you need to improve. It can be a leadership trait, or even something more personal.
- (WAIT approximately 5 minutes. While waiting, draw an example on the board)
- EXPLAIN: In each column, make a list of ways you intend to improve in that area of weakness. When you are finished, you should have three lists. You do not have to share your list with anyone today. This is strictly for personal reflection. *You will reflect upon this from here on out as you strive for a renewed sense of being as the Chief throughout your career.*

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E. Humility and the CPO Creed

Related Instructor Activity

- (WAIT approximately 5 minutes for students to complete the task)

DISPLAY Slide 4.0-10

Note: This slide ties in all the information from the previous slides as it relates to the Creed. Make sure you make those connections.

- STATE: Let's return to the CPO Creed because several elements of the Creed relate to today's lesson.

Note: Let the students read the CPO Creed excerpts

- EXPLAIN: One of the challenges that many Chiefs face is the temptation to feel like you have “arrived.” The Chief Petty Officer anchors carry inherent credibility; we are charged with earning the right to wear this uniform - not just during this process, but every day.
- EXPLAIN: A common phrase in the CPO Mess is ***remember where you came from***. This is meant to humble the Chief, to remind us that we are not above menial tasks.
- ASK: Have you placed your Sailors’ needs and successes before your own? When was the last

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Related Instructor Activity

time you gave your Sailors an accolade?

F. The Best CPO Selectee**DISPLAY Slide 4.0-11****- Practical Exercise 4.0-3:**

Note: Hand one paperclip to each Selectee, and let the students read the instructions on the slide

- **EXPLAIN:** One by one, a Selectee names the **Best CPO Selectee** in the group; if you name yourself, keep your paperclip. If you name someone other than yourself, give your paper clip to the Selectee you chose. Be honest and courageous with your choice.
- **EXPLAIN:** Once everyone has gone, those who have zero paperclips in their hand, step away from the group and form a separate group. At the end of the exercise, there should be two groups: those without paperclips, and those with at least one paperclip.

Note: Allow 10 minutes to complete the task.

- **ASK:** Which Selectee had the most paper clips at the end of the activity?
- **ASK:** Who is the “Best CPO Selectee?”

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Related Instructor Activity

G. Naval History Timeline Links

[Pearl Harbor](#)

[Battle of the Atlantic](#)

[Battle of the Coral Sea](#)

[Battle of Midway](#)

H. Summary

- ASK: Which group most embodies the traits of a Chief Petty Officer?
- ASK: Now that we've discussed humility and pride, where do you find yourself on the spectrum of pride and where do you want to be?

DISPLAY Slide 4.0-12

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

DISPLAY Slide 4.0-13

- Recap the main points from the presentation:
 1. How do we define Humility?
 2. Where do we want to be on the Spectrum of Pride?
 3. What kind of Chief do we want to be?
- Questions?

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Related Instructor Activity