

LEADERSHIP TRAITS AND PRINCIPLES

TERMINAL LEARNING OBJECTIVE(S)

1. In a military environment, identify the leadership traits and principles of the Marine Corps, per the reference

ENABLING LEARNING OBJECTIVE(S)

1. Without the aid of references, given a definition, identify the leadership trait.
2. Without the aid of references, given a description, identify the leadership principle.

1. **14 LEADERSHIP PRINCIPLES “JJ DID TIE BUCKLE”**

Justice. Giving reward and punishment according to the merits of the case in question. The ability to administer a system of rewards and punishments impartially and consistently.

Judgement. The ability to weigh facts and possible courses of action in order to make sound decisions.

Decisiveness. Ability to make decisions promptly and to announce them in a clear, forceful manner.

Initiative. Taking action in the absence of orders.

Dependability. The certainty of proper performance of duty.

Tact. The ability to deal with others without creating hostility.

Integrity. Uprightness of character and soundness of moral principles. The quality of truthfulness and honesty.

Enthusiasm. The display of sincere interest and exuberance in the performance of duty.

Bearing. Creating a favorable impression in carriage, appearance, and personal conduct at all times.

Unselfishness. Avoidance of providing for one's own comfort and personal advancement at the expense of others.

Courage. A mental quality that recognizes fear of danger or criticism, but enables a Marine to proceed in the face of it with calmness and firmness.

Knowledge. Understanding of a science or an art. The range of one's information, including professional knowledge and an understanding of your Marines.

Loyalty. The quality of faithfulness to country, the Corps, and unit, and to one's seniors, subordinates, and peers.

Endurance. The mental and physical stamina measured by the ability to withstand pain, fatigue, stress, and hardship.

2. **11 LEADERSHIP PRINCIPLES.**

1. **Know yourself and seek self-improvement.** Evaluate yourself by using the leadership traits and determine your strengths and weaknesses.

2. **Be technically and tactically proficient.** A person who knows their job thoroughly and possesses a wide field of knowledge. Before you can lead, you must be able to do the job. Tactical and technical competence can be learned from books and from on the job training.

3. **Know Your People And Look Out For Their Welfare.** This is one of the most important of the leadership principles. A leader must make a conscientious effort to observe his Marines and how they react to different situations. A Marine who is nervous and lacks self-confidence should never be put in a situation where an important decision must be made. This knowledge will enable you as the leader to determine when close supervision is required.

4. **Keep Your Personnel Informed.** To promote efficiency and morale, a leader should inform the Marines in his unit of all happenings and give reasons why things are to be done. Informing your Marines of the situation makes them feel that they are a part of the team and not just a cog in a wheel. The key to giving out information is to be sure that the Marines have enough information to do their job intelligently and to inspire their initiative, enthusiasm, loyalty, and convictions.

5. **Set The Example.** A leader who shows professional competence, courage and integrity sets high personal standards for himself before he can rightfully demand it from others. Your appearance, attitude, physical fitness and personal example are all on display daily for the Marines and Sailors in your unit. Remember, your Marines and Sailors reflect your image!

6. **Ensure That The Task Is Understood, Supervised, And Accomplished.** Leaders must give clear, concise orders that cannot be misunderstood, and then by close supervision, ensure that these orders are properly executed. Before you can expect your

men to perform, they must know what is expected of them. The most important part of this principle is the accomplishment of the mission.

7. **Train Your Marines And Sailors As A Team.** Teamwork is the key to successful operations. Teamwork is essential from the smallest unit to the entire Marine Corps. As a leader, you must insist on teamwork from your Marines. Train, play and operate as a team. Be sure that each Marine knows his/her position and responsibilities within the team framework.

8. **Make Sound And Timely Decisions.** The leader must be able to rapidly estimate a situation and make a sound decision based on that estimation. Hesitation or a reluctance to make a decision leads subordinates to lose confidence in your abilities as a leader. Loss of confidence in turn creates confusion and hesitation within the unit.

9. **Develop A Sense Of Responsibility Among Your Subordinates.** Give them the opportunity for professional development. Assigning tasks and delegating authority promotes mutual confidence and respect between leader and subordinates. When you properly delegate authority, you demonstrate faith in your Marines and increase authority, and increase their desire for greater responsibilities.

10. **Employ Your Command Within its Capabilities.** A leader must have a thorough knowledge of the tactical and technical capabilities of the command. Successful completion of a task depends upon how well you know your unit's capabilities. If the task assigned is one that your unit has not been trained to do, failure is very likely to occur. Failures lower your unit's morale and self-esteem. Seek out challenging tasks for your unit, but be sure that your unit is prepared for and has the ability to successfully complete the mission.

11. **Seek Responsibilities And Take Responsibility.** For professional development, you must actively seek out challenging assignments. You must use initiative and sound judgment when trying to accomplish jobs that are required by your grade. Seeking responsibilities also means that you take responsibility for your actions. Regardless of the actions of your subordinates, the responsibility for decisions and their application falls on you.