

Leadership Traits

- **BEARING**

- Definition. Creating a favorable impression in carriage, appearance, and personal conduct at all times.
- Significance. The ability to look, act, and speak like a leader whether or not these manifestations indicate one's true feelings. Some signs of these traits are clear and plain speech, an erect gait, and impeccable personal appearance.

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Leadership traits give us the ability to analyze ourselves and improve our deficiencies.

Looking and acting the part. This will play a major role in determining whether subordinates will follow you simply because of your title or whole-heartedly follow you because they believe in your principles and abilities.

The way you present yourselves at TBS will tell your peers and SPCs a lot about your character. In the operating forces, it will tell your Marines a lot about your expectations and standards.

Leadership Traits

- **COURAGE**

- Definition. Courage is a mental quality that recognizes fear of danger or criticism, but enables a man to proceed in the face of it with calmness and firmness.
- Significance. Knowing and standing for what is right, even in the face of popular disfavor is often the leader's lot

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This is a mental quality – it is not solely tied to physical prowess in the face of an enemy threat. It can be as simple as making an unpopular decision and standing behind it simply because it is the right decision to make.

Leadership Traits

- **DECISIVENESS**

- Definition. Ability to make decisions promptly and to announce them in a clear, forceful manner.
- Significance. The quality of character which guides a person to accumulate all available facts in a circumstance, weigh the facts, choose and announce an alternative which seems best. It is often better that a decision be made promptly than a potentially better one be made at the expense of more time.

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Your ability to make decisions with limited amounts of time and information available. You will get plenty of practice here. Remember...your decisions matter; they have consequences. George Patton eloquently stated, "A good plan violently executed right now is far better than a perfect plan executed next week."

Leadership Traits

- **DEPENDABILITY**

- Definition. The certainty of proper performance of duty.
- Significance. The quality that permits a senior to assign a task to a junior with the understanding that it will be accomplished with minimum supervision. This understanding includes the assumption that the initiative will be taken on small matters not covered by instructions.

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This is what will allow seniors to assign tasks to subordinates and trust that the task will be completed per the commander's intent, while also trusting the subordinates to have the initiative to interpret and carry out the associated implied tasks. If you are not viewed as dependable, your growth opportunities will likely be limited.

Leadership Traits

- **ENDURANCE**

- Definition. The mental and physical stamina measured by the ability to withstand pain, fatigue, stress, and hardship.
- Significance. The quality of withstanding pain during a conditioning hike in order to improve stamina is crucial in the development of leadership. Leaders are responsible for leading their units in physical endeavors and for motivating them as well.

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Mental and physical toughness (pushing past perceived limits or remaining steady in difficult circumstances). Whether it be demonstrated while training for the physical fitness test or orienteering competition or while preparing for an academic exam or air rifle competition – it must be engrained in every leader to truly “lead from the front.”

Leadership Traits

- **ENTHUSIASM**

- Definition. The display of sincere interest and exuberance in the performance of duty.
- Significance. Displaying interest in a task, and an optimism that it can be successfully completed, greatly enhances the likelihood that the task will be successfully finished.

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This is not wild displays of shouting and jumping around – what many of you would refer to as “false motivation.” It is a genuine desire to learn and a belief in one’s ability to complete a task given the proper training.

Leadership Traits

- **INITIATIVE**

- Definition. Taking action in the absence of orders.
- Significance. Since many workers often work without close supervision, emphasis is placed on being a self-starter.

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This closely ties in with dependability and takes it a step further. Not only are leaders expected to take initiative on tasks assigned from higher, they are also expected to begin their own tasks as they deem appropriate.

Leadership Traits

- **INTEGRITY**

- Definition. Uprightness of character and soundness of moral principles. The quality of truthfulness and honesty.
- Significance. Your word is your bond. Nothing less than complete honesty in all of your dealings with subordinates, peers, and superiors is acceptable.

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This is non-negotiable. If you do not have your subordinates', superiors', and peers' trust, you cannot efficiently accomplish your mission. You cannot promote your subordinates' personal growth if your word cannot be trusted.

Leadership Traits

- **JUDGMENT**

- Definition. The ability to weigh facts and possible solutions on which to base sound decisions.
- Significance. Sound judgment is important to a leader in order to gain the respect of his subordinates.

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This is the other side to Decisiveness. This is assessing the quality of your decision. It is not enough just to make timely decisions. Your decisions must also be appropriate to the given situation – this is how you can truly exploit your successes and the enemy's failures.

Leadership Traits

- **JUSTICE**

- Definition. 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.
- Significance. The quality of displaying fairness and impartiality is critical in order to gain the trust and respect of people, particularly in the exercise of responsibility as a leader.

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You must be impartial. You must also enforce standards – this does not mean zero defects should be the standard but it does mean actions have consequences.

Leadership Traits

- **KNOWLEDGE**

- Definition. Understanding of a science or an art. The range of one's information, including professional knowledge and an understanding of your subordinates.
- Significance. The gaining and retention of current developments in military and naval science, and world affairs is important for your growth and development.

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From knowing yourself to knowing your people. Being technically and tactically proficient. Knowledge is the key to continued personal and professional development.

Your professional credibility rests on your level of knowledge.

Leadership Traits

- **LOYALTY**

- Definition. The quality of faithfulness to country, the Corps, and unit, and to one's seniors, subordinates, and peers.
- Significance. The motto of our Corps is Semper Fidelis! You owe unswerving loyalty up and down the chain of command, to seniors, subordinates, and peers.

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This does not only apply to your work environment. Semper Fidelis is a way of life. If you are not faithful to spouse and friends, what does that say about you personally? How will that translate into your professional life?

Leadership Traits

- **TACT**

- Definition. The ability to deal with others without creating offense.
- Significance. The quality of consistently treating peers, seniors, and subordinates with respect and courtesy is a sign of maturity. This deference must be extended under all conditions regardless of true feelings.

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Leadership is the art of getting someone else to do something you want done because he/she wants to do it. Without speaking to people in a respectful manner, this is an impossibility.

Leadership Traits

- **UNSELFISHNESS**

- Definition. Avoidance of providing for one's own comfort and personal advancement at the expense of others.
- Significance. The quality of looking out for the needs of your subordinates before your own is the essence of leadership. This quality is not to be confused with putting these matters ahead of the accomplishment of the mission.

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