

THE ARMY PROFESSION HANDOUT

AMERICA'S ARMY – OUR PROFESSION (AAOP) EDUCATION AND TRAINING PROGRAM

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Reference for this handout is the *Army Profession Pamphlet* (dated October 2012) which provides a starting point for discussion of the new Army Doctrinal Reference Publication 1 (ADRP 1), *The Army Profession (Initial Draft)*.

As Army professionals, we will:

- a. Army professionals receive, discuss, and reflect on the concepts and terms contained within ADRP 1, *The Army Profession*, focusing on the five essential characteristics and three criteria for certification as an Army professional.
- b. Army professionals promote the socialization of the Army Profession, integrating critical concepts from ADRP 1 into their organizational culture, professional development dialogues, and reflection.

Five Essential Characteristics must be present in our culture, organizations, and all internal and external relationships in order for the Army to continue to be an effective, ethical, and trusted military profession.

- **Trust**
- **Military Expertise**
- **Honorable Service**
- ***Esprit de Corps***
- **Stewardship of the Profession**

Trust is the bedrock upon which we develop our relationship with the American people and is a vital element in each of the other characteristics. Without trust, the Army Profession cannot succeed. That necessary trust is:

- between Soldiers;
- between leaders and Soldiers;
- between Soldiers and Army civilians; and
- between Soldiers, their Families, and the Army.

Military Expertise as a profession is the design, generation, support, and ethical application of landpower.

- **Military-technical:** How the Army applies landpower to accomplish the mission.
- **Moral-ethical:** How the Army accomplishes the mission the right way.
- **Political-cultural:** How the Army understands and operates in a multi-cultural, complex world.
- **Human/leader development:** How the Army recruits, develops, and inspires Army professionals.

Honorable Service: Our noble calling to serve the Nation.

- Devotion to duty in the defense of the nation consistent with the Army Ethic.
- Support and defend the Constitution in a way that upholds American values and our way of life.

Esprit de Corps is the winning *Spirit* within the Army Profession, embedded in the culture, sustained by traditions and customs, fostering cohesive and confident units with the courage to persevere.

- To persevere and win, amid the adversity inherent in our work requires spirited, dedicated professionals who are bonded together by a common purpose to serve the Nation.
- We share a deep respect for our history and tradition, and are committed to each other as well as to the highest standards of individual and collective excellence.
- We are bonded together by mutual trust, shared understanding, and commitment to the Army Ethic.

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Stewardship of the Army Profession is about our special responsibilities to the Army Profession and to the American people.

- As Stewards, Army professionals:
 - Are responsible and duty-bound to not only complete today's mission, but also those of the future.
 - Must ensure our profession is always capable of fulfilling whatever missions our Nation gives us.
 - Have the responsibility to ensure, through stewardship, the present and future effectiveness of the profession.

Army professional: A member of the Army Profession who meets the Army's professional certification criteria (competence, character, and commitment).

Professional Certification:

- **Competence:** An Army professional's demonstrated ability to successfully perform their duties and to accomplish the Mission with discipline and to standard.
- **Character:** An Army professional's dedication and adherence to the Army Values, and the Profession's Ethic as consistently and faithfully demonstrated in decisions and actions.
- **Commitment:** The resolve of Army professionals to contribute Honorable Service to the Nation, to perform their duties with discipline and to standards, and to strive to successfully and ethically accomplish the mission despite adversity, obstacles, and challenge.

Four themes emerged from the 2011 Army Profession Campaign as areas of opportunity and challenge within the Army culture

- **1st Quarter:** The ***Standards and Discipline*** theme reinforces an understanding of the positive nature of Army discipline, in upholding Army standards, and recommits to the professional excellence that is the hallmark of our Army.
- **2nd Quarter:** The ***Customs, Courtesies, and Traditions*** theme discusses the critical relationship ceremony and heritage has with esprit de corps and recommends emphasizing key events in the organizational calendar as significant professional moments.
- **3rd Quarter:** The ***Military Expertise - Certified Army Professionals*** theme explains the importance of continually developing expert knowledge and practice and the concepts of professional certification through demonstrated competence, character, and commitment.
- **4th Quarter:** The ***Trust*** theme focuses on how Army professionals sustain and develop our "bedrock of trust" with the American people and among Army professionals through steadfast adherence to the Army Values and ethic.