



From: Commanding Officer  
To: Marines and Sailors of 25<sup>th</sup> Marines

I stick around this gun club for one simple reason: to fight and serve along Marines and Sailors like you. I am immensely honored to be a member of this regiment. As we begin our time together, it is important that I convey to you those things that I think are critical to our continued success—both on the battlefields abroad, and here at home. These are the things I strive to do, or to be, and the things I ask of you—regardless of rank or billet, reservist or active duty.

**Set the example.** Individuals and units only live up to higher standards of conduct if leaders set and reflect expectations. What you do, how you carry yourself, how you treat other people, and the pride you take in this unit will do far more towards achieving a higher standard of performance than anything you will ever say. Regardless of rank or billet: Be genuine, and hold yourself to a higher standard. The Marines around you will follow suit.

**Be humble.** Marines by nature are confident, maybe even a little cocky. But if you ever walk into a situation thinking you are the smartest person in the room, you are missing an opportunity to get better. Individual success rarely comes from individual effort or intelligence alone, and no one person has all the answers. Be open to other ideas and other vantage points. Have a teachable spirit; be curious about what you don't know; recognize that wisdom has little or nothing to do with rank.

**Be a "pro."** Regardless of profession, "pros" take pride in what they do. They work hard at their job in order to be the very best they can be. Pros make those around them better, and they know that the work day isn't always dictated by the clock. Ours is an honorable yet demanding profession—take it seriously, embrace the responsibility that it entails, and take pride in the effort you put forth each and every day.

**Take care of the people around you.** First and foremost, we take care of our fellow Marines by ensuring that they are well prepared for the numerous challenges we will face while in harm's way. But it goes far beyond that, and applies to every aspect of our daily life. Sometimes it means taking the car keys from a fellow Marine who has had too much to drink. Other times it means ensuring a Marine's family is well informed and well taken care of. It ALWAYS means checking in on your Marines after hours; being interested in their lives, their families, and their problems. Our first and most critical battle is for the hearts and minds of our fellow Marines. If we win that battle there is nothing we cannot achieve.

**Articulate intent, establish expectations, and let Marines be Marines!** Our success in combat will be determined by the multitude of daily, often life and death decisions made by our junior leaders and Marines. We must train as we fight. We cannot expect sound decisions in combat if we have not given our Marines the opportunity to make decisions during training or in garrison. Mistakes will be made, but far better to make them here than there. Foster an environment that rewards ingenuity, boldness and individual thought. If you do, the results will astound you.

**Never forget who you are, and what you represent.** Whether on patrol in a far-off land or walking the local streets on liberty, our nation expects us to set the standard because of who we are. We are not your average citizens, we are U.S. Marines. We have a sacred obligation to those who have gone before, and to each other, to uphold the high standards of our Corps and to meet the expectations of our nation. It is a heavy burden, but one we have sworn an oath to carry. Carry it proudly!