

ARMY: PROFESSION OF ARMS

Center for the Army Profession and Ethic Combined Arms Center, TRADOC

The material in this pamphlet is meant to generate discussion on the Profession of Arms and may be refined through further dialog.

Send your questions and comments to the CAPE.



This booklet was produced by the Center for the Army Profession and Ethic (CAPE).

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FOREWORD

After almost a decade of war, our Soldiers and leaders continue to perform magnificently. Yet, I'm often asked how we will regain some of our lost skills. While I acknowledge that some skills have eroded, as the Army's proponent for training and leader development, I like the problem I have. Our Army exhibits all of the qualities and attributes articulated in The Army Values. We know who we are, and that's a great foundation on which to build.

Nevertheless, we're certainly a different Army than we were in 2001, and we remain an Army in transition—always working to learn, always seeking to adapt to meet the needs of the Nation. We have become a modular force, and we've aligned ourselves to the force management process called ARFORGEN.

As an Army in transition, it's appropriate that we examine ourselves as a profession—the Profession of Arms—and ensure that we understand and are living up to the principles that define us as a profession. As someone told me recently, "you're not a profession simply because you declare yourself to be a profession...you have to earn the title every day." We need to review, reemphasize, and recommit to our profession. We need to ensure that our leader development strategies, our training methodologies, and our personnel systems all contribute to defining us as a profession.

Over the next year, we will lead a discussion of The Profession of Arms. We will ask ourselves two fundamental questions:

- What does it mean for the Army to be a Profession of Arms?
- What does it mean to be a Professional Soldier after over nine years of war?

I encourage broad participation in this discussion. If we intend to remain the Army we know the Nation needs and deserves, there is nothing more important.

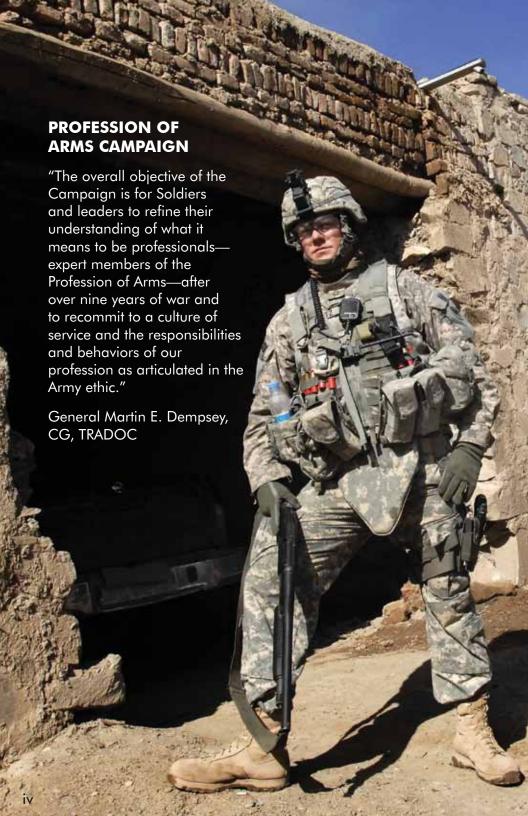
Martin E. Dempsey General, U.S. Army

Commanding General



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PROFESSION OF ARMS

The military serves a collective client, the Nation. Its actions impact broadly in extent and consequences: the recovery of a community devastated by natural disaster, the defeat of enemy forces, or the security of the Nation. Therefore, failure of the military profession would have catastrophic consequences. American military professionals work, study, and train throughout their careers to ensure the military profession will not fail in its call to duty.

Individual members of the Profession of Arms are distinguished from those of other professions by the "unlimited liability" they assume in their oaths of office. While members of some professions engage in dangerous tasks daily, only members of the Armed Forces can be ordered to place their lives in peril anywhere at any time. The obligations they undertake, risking life and well-being for the greater good, are in many ways extraordinary. These unite members of all the Services in their common purpose: defending the Constitution and protecting the Nation's interests, at home and abroad, against all threats (FM 1).

OUR PROFESSION

- > THE PROFESSION OF ARMS: The Army is an American Profession of Arms, a vocation comprised of experts certified in the ethical application of land combat power, serving under civilian authority, entrusted to defend the Constitution and the rights and interests of the American people.
- THE PROFESSIONAL SOLDIER: An American Professional Soldier is an expert, a volunteer certified in the Profession of Arms, bonded with comrades in a shared identity and culture of sacrifice and service to the Nation and the Constitution, who adheres to the highest ethical standards and is a steward of the future of the profession.

"Discipline is based on pride in the Profession of Arms, on meticulous attention to details, and on mutual respect and confidence. Discipline must be a habit so engrained that it is stronger than the excitement of battle or the fear of death."

General George S. Patton, Jr.

OUR CULTURE

The Army's culture expresses its traditions and history, norms of conduct, and guiding values and standards. These have evolved over two centuries of operations in peace and war, of shared hardships and triumphs. The Army cherishes its past and nourishes its institutional memory through ceremonies and traditions. Its organizations preserve their unit histories and display them in unit distinctive insignia (crests, patches, and mottos). Such traditions reinforce morale and the distinctiveness of the Army's contributions within the American Profession of Arms.

Discipline is central to the Army's professional identity. Soldiers, who manage violence under the stress and ambiguity of combat, require the highest level of individual and organizational discipline. Likewise, because Soldiers must face the violence of combat, they require the stiffening of discipline to help them do their duty. Soldiers show their commitment to the Army's guiding values and standards by willingly performing their duty at all times and subordinating their personal welfare to that of others without expecting reward or recognition.

The Army is committed to developing values-based leadership and seeing to the well-being of Soldiers and their families. Soldiers with patriotism, pride in their profession, commitment to the Army and its values, and belief in the essential purposes of the military provide the inner strength of cohesive units. They enable the Army to attain its ideal of selfless service. Developing these attributes is a major goal of Army leadership (FM 1, FM 6-22).

OUR ETHIC

The Army Ethic is the collection of values, beliefs, ideals, and principles held by the Army Profession and embedded in its culture that are taught to, internalized by, and practiced by its members to guide the ethical conduct of the Army in defense of and service to the Nation. Although the Army Ethic has not been fully codified, the five foundations of the Army Ethic are:

> The role of the United States and the purpose of the U.S. Army. The Nation's legitimate right to sovereignty is the first moral

basis for the Army Ethic. The Army fights to make abstract rights become concrete.

- > The role of civil-military relations in the United States. The Army willingly serves subordinate to the authority of civilian government and is granted significant autonomy for its professional role.
- The nature of military professional ethics. As the Army moves forward into future conflict, it will continue to rely on an all volunteer force. The framework of the Army Ethic must provide a consistent theory of military ethics that grounds the martial virtues in more general moral concepts and lessens any gap between the Army and the society it serves and which provides its recruits.
- > The profession and its ethic as the core of institutional culture. Existing Army artifacts such as the Army Values, the Soldier's Rules, oaths of office, and other military imperatives all work together in the ethic as part of the institutional culture.
- The relationship between the profession and its ethic and leadership. The Army must be self-regulating, and that falls on the shoulders of leaders at all levels. If the Army fails to self-regulate its ethic, it is quite justifiable that those external to the profession must do so on its behalf, which degrades the autonomy and the legitimacy of the profession.

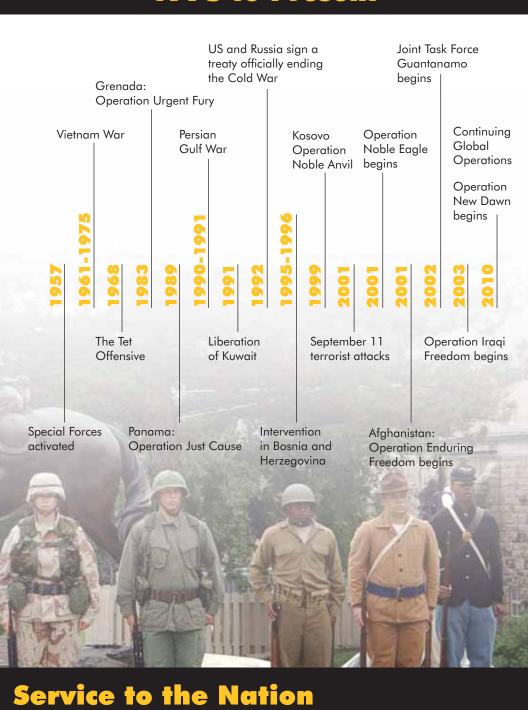
OUR EXPERIENCE

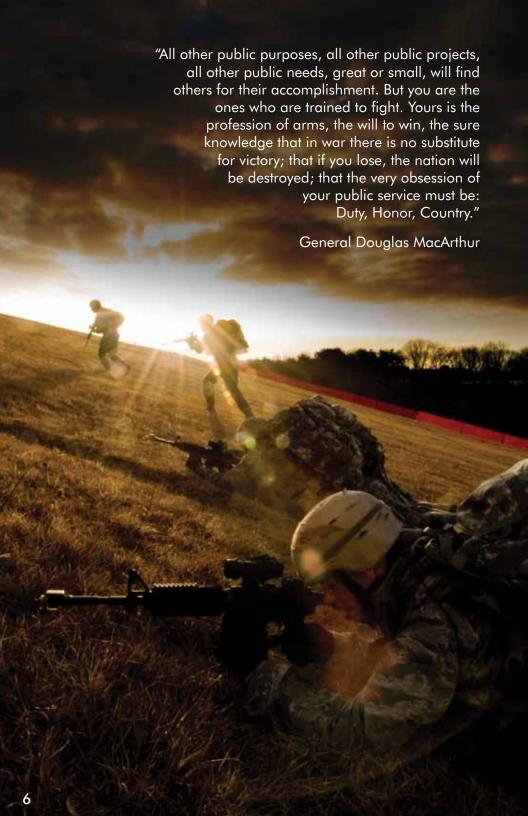
Our greatest priority is the development of expert knowledge and the ability to use it with the right moral character that sustains excellence in every endeavor, at home and abroad. According to Army Field Manual 1, "It is important that Soldiers have the training and experience to recognize what tactics and techniques might fit a particular situation. It is equally important that they have the imagination to recognize, and the initiative to adapt to, new conditions and unforeseen events. It is therefore critical to view themselves through enemy eyes."

TIMELINE OF THE U.S. ARMY



1775 to Present





ARMY PROFESSIONAL SOLDIER

WHAT DOES IT MEAN TO BE AN ARMY PROFESSIONAL SOLDIER AFTER TEN YEARS OF WAR?

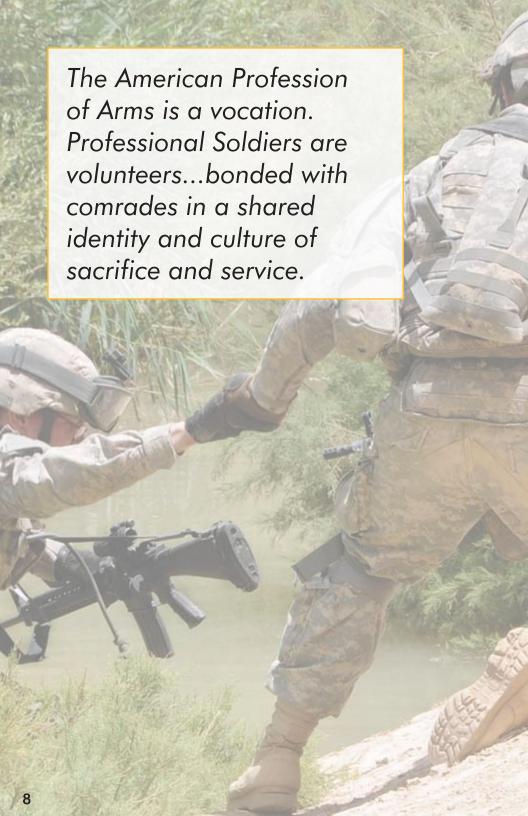
The Army, as an American Profession of Arms, has begun a new era of training and strategic planning to meet changes in the world. A decade of repetitive deployments has left the Army, in the words of General Casey, "stressed and stretched." Radical innovation is needed in Army leaders to meet the new demands of the Profession of Arms. Several factors contribute to that stress. One concern is the type of warfare that the Army is being asked to conduct, counterinsurgency, which is one of the most ethically complex forms of war.

According to Army Field Manual 1:

"Today's security environment is different. Weapons of mass destruction and those able to produce catastrophic effects are small enough to smuggle into the homeland. America's adversaries are actively seeking those weapons. The United States must find and defeat those adversaries before they procure and use them. A second difference is the nature of the adversary. America's adversaries during World War II were nation-states. Their sources of power could be located and destroyed. Once this was accomplished, the war ended. Today's enemies include non-state organizations. Their members and power sources are hard to find and defeat. New enemies may appear with little warning."

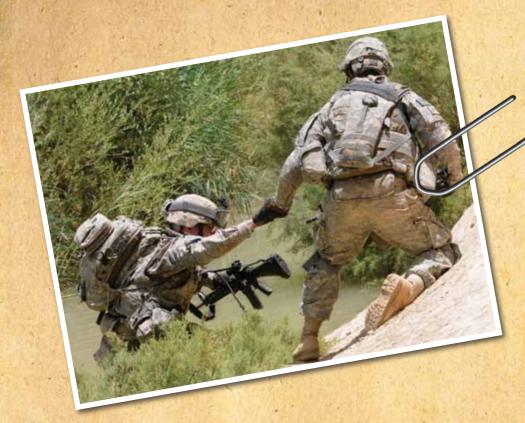
No one can predict when the War on Terrorism will end. Army professionals must be adaptable and ready to deploy. They must be willing to invest their resources and time into the mission and into a long-term professional career with the Service (FM 1).

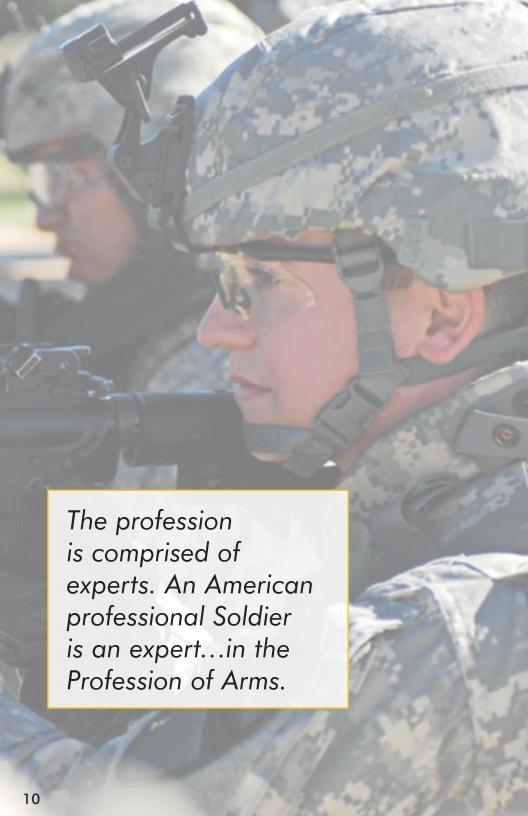
The ethics of a professional Soldier serving this constitutional democracy have evolved toward an understanding of the military's place in and duty to society, a high level of professional expertise, a sense of military service as a full-time occupation and a long-term calling, a subordination to duly elected and appointed civil authority, an ethos of positive and responsible leadership of subordinates, and a moral-ethical compass fixed on the laws of war, the Constitution, and the values and ethos of the Army.



"Profession of Arms is a Vocation"

A vocation is a calling. Army Soldiers have answered the call of the people of the United States and their leaders. The Army establishes a professional culture and identity rather than one of a government occupation. This culture sponsors altruism, selfless service to the Nation, and ethos toward the Army and its mission. It sponsors continuous self-assessment, learning, and development that together enable the Army to be an adaptive, learning profession. Within that culture, members of the profession create an identity with a sense of calling and ownership over the advancement of the profession and the exemplary performance of its members, and serve in a brotherhood/sisterhood of fellow professionals with a shared sense of calling. The vocation pursues a balance where effectiveness prevails over efficiency and places primary importance on maintaining the profession through investing in the development of its members.

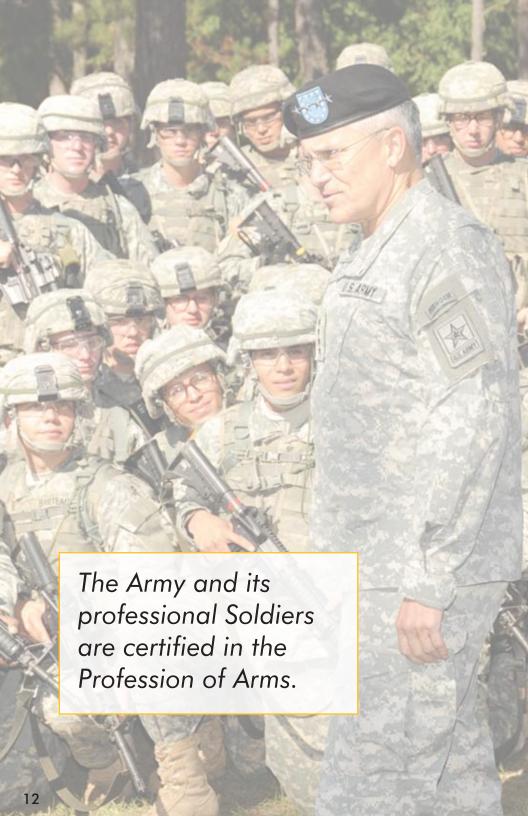




"Comprised of Experts"

Foremost, the Army must be capable of fighting and winning the Nation's wars. Thus, the Army creates its own expert knowledge, both theoretical and practical, for the conduct of full spectrum operations inclusive of offense, defense, and stability or civil support operations. The Army constantly seeks to become a professional military force unmatched in capability, character, and values. The Army develops Soldiers and leaders throughout their careers of service to be experts and use that expert knowledge, both as individuals and as units, for the defense of the Constitution, the American people, and our way of life.

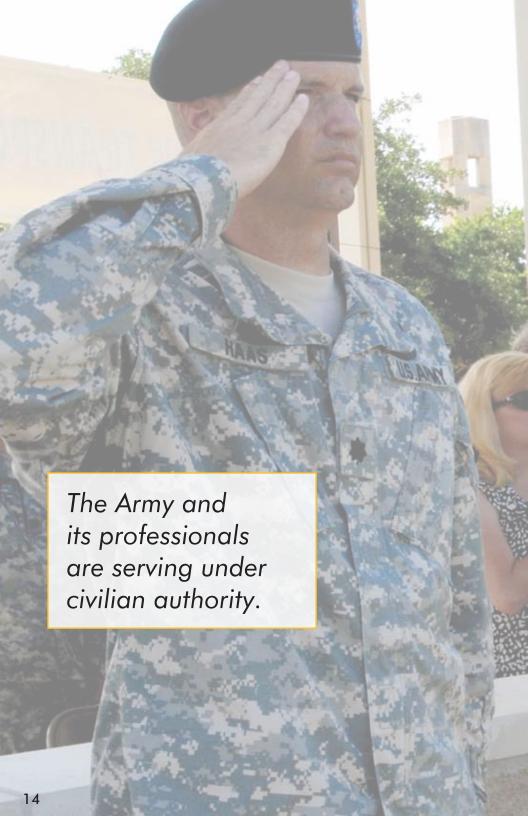




"Certified in the Profession of Arms"

To maintain the effectiveness of the profession, the Army tests and certifies its members to ensure each meets the high standards of the profession (both competence/expertise and morality/character) required to ethically apply land combat power before being granted status as a full member of the profession; and recertifies each professional at each successive level of promotion/advancement.

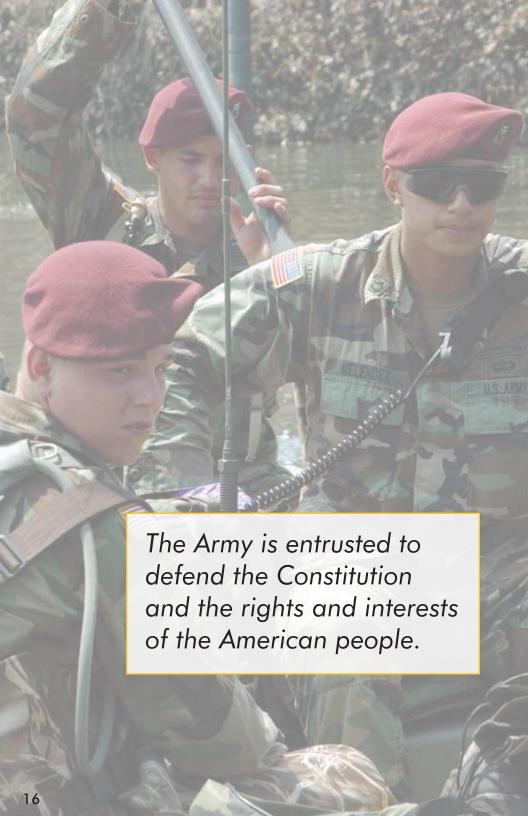




"Serving Under Civilian Authority"

The Army has no purpose except to serve the Constitution and the American people and thereby their elected and appointed representatives. In all aspects of its existence and operations the American Profession of Arms advises with disciplined candor and is willingly subordinate to, and a servant of, civilian authorities. Further, members of the Profession of Arms clearly understand and accept the subordination of their personal needs to the needs of their unit's mission.

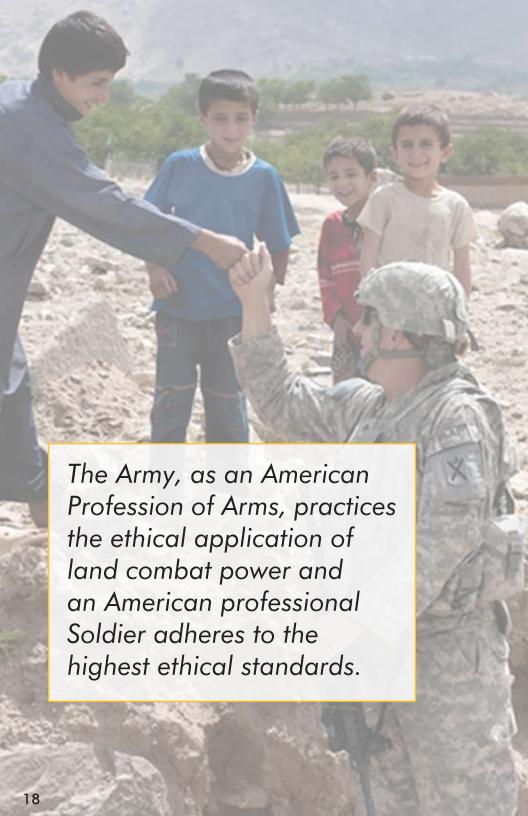




"Defend the Rights and Interests of the American People"

Through exemplary duty, the Army maintains a trust relationship with the American people and earns institutional autonomy and high vocational status by demonstrating both effective military expertise and the proper and ethical employment of that expertise on behalf of the Nation. Thereby the Army is granted legitimacy by America's elected and appointed officials to operate under Joint Command in Major Combat Operations, Stability Operations, Strategic Deterrence, and Homeland Security.

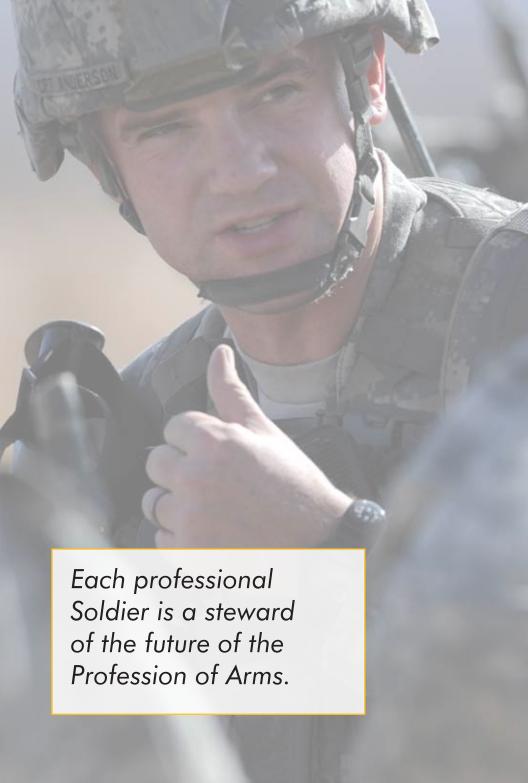




"Adheres to Ethical Standards"

The Army establishes and adapts an Ethic that governs the culture, and thus the actions, of the profession and the practice of individual professionals, inspiring exemplary performance by all members of the profession as they employ their expertise. This Ethic is derived from the imperatives of military effectiveness and the values of the American society the Army serves. Further, the Army self-polices such that all leaders of the profession at each level guard the integrity of the Army profession inclusive of both its expertise and its Ethic. They set standards for conduct and performance, teach those standards to others, establish systems that develop members to meet those standards, and take rapid action against those who fail to achieve standards. This duty falls greatest on the most respected and qualified members of the profession to set the example for others.





"Steward of the Future"

The Profession of Arms is maintained by leaders who place high priority on and invest themselves and the resources of the profession to develop professionals and future leaders at all levels. Leader development is an investment required to maintain the Army as a Profession of Arms and is a key source of combat power. Leadership entails the repetitive exercise of discretionary judaments by professionals, all highly moral in nature, and represents the core function of the Army professional's military art, whether leading a patrol in combat or making a major policy or budget decision in the Pentagon. Discretionary judgments are the coin of the realm in all professions; foremost the military. Further, the Army develops strategic leaders to oversee the major Army systems, policies, and resources that maintain the expert knowledge of the profession, establish the external jurisdictions of the profession and maintain its legitimacy therein, ensure the development of its leaders, and adapt the culture and Ethic of the Army as necessary to ensure its continued effectiveness.





"There is nothing so likely to produce peace as to be well prepared to meet an enemy."

General George Washington

PROFESSION OF ARMS: DOMAINS OF EXPERTISE

The Army's premier expertise is the art and science of ethically fighting wars and establishing a more just peace, using land combat power to uphold and defend the Constitution against all enemies, foreign and domestic, and to advance our foreign policies abroad. The Army must also maintain expertise related to the development of its own professionals, as well as expertise related to interacting with external social and political entities while operating in a global environment. In sum, the Army's expert knowledge is broad and varied but can be conceptually grouped into four fields.

Military-Technical Field of Knowledge that tells the Army how to conduct offense, defense, and stability or civil support operations on land at each of the strategic, operational, and tactical levels

Moral-Ethical Field of Knowledge that tells the Army how to fight those wars morally, as the American people expect and as domestic and international laws require

Political-Cultural Field of Knowledge that tells the Army how to operate effectively in our own and other cultures across organizational and national boundaries, including the vital fields of civil-military relations and media-military relations

Human Development Field of Knowledge that tells the Army how to socialize, train, educate, and develop civilians to become Soldiers and then to develop those Soldiers to be leaders within and future stewards of the profession





"Others will debate the controversial issues, national and international, which divide men's minds; but serene, calm, aloof, you stand as the Nation's war-guardian, as its lifeguard from the raging tides of international conflict, as its gladiator in the arena of battle. For a century and a half you have defended, guarded, and protected its hallowed traditions of liberty and freedom, of right and justice."

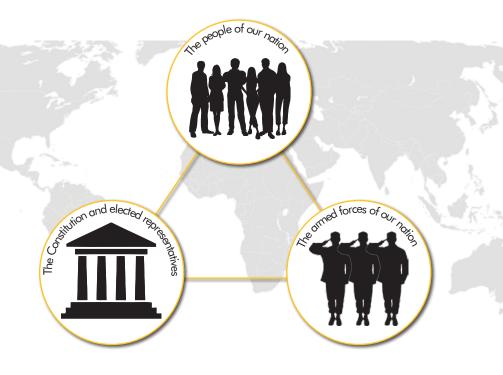
General Douglas MacArthur

CIVIL-MILITARY RELATIONS

There is a triangular set of relationships between three actors that has the greatest influence on the outcome of wars among nationstates. For any nation, those three actors are:

- 1. The people who establish the government and live under its authority.
- 2. The state or the government.
- 3. The armed force the government raises from among the people to defend the Nation.

This triangular set of relationships is known within political science as the "civil-military relations" of a nation.



THREE FOUNDATIONS OF CIVIL-MILITARY RELATIONS

The U.S. Army began in a unique way in the world among nations: its Soldiers took an oath of service sworn to defense of a founding Constitution rather than defense of the sovereign or a territory. The historical origins and the moral underpinnings of our military profession lead the Army service member to affirm by oath and reflect by actions the following realities among others:

The first foundation: the role and the purpose of the U.S. Army

The United States is a unique and independent sovereign power that exists under social contract with the American People. The existence of the Nation and the Army in particular is for the purpose of providing for the common defense and to contribute to the general welfare of its citizens. We support the Republic. The Army has been charged with using force to defend the state's ability to protect human rights against those who would infringe them.

The second foundation: the subordination of the Army to civilian authority

Civilian leaders, duly elected by the people, Congress and the Executive branch, have ultimate authority over the Army. Every volunteer in military service becomes a servant of the Nation to do its will, subordinating their own will and some of their rights as citizens to

"The American Soldier is a proud one and he demands professional competence in his leaders. In battle, he wants to know that the job is going to be done right, with no unnecessary casualties...The American Soldier expects his sergeant to be able to teach him how to do his job. And he expects even more from his officers."

Omar N. Bradley General of the Army the true faith and allegiance they willingly bear to the Constitution. Members of the armed services yield some portions of their rights to include freedom of speech as servants of the state; at the same time, owing to their moral obligation to speak truth and bear true witness to all their fellow citizens, Army professionals and particularly its leaders must always exercise disciplined candor and avoid political alignments when advising the leaders that they serve under, both political and military. This bedrock of the moral and historic aspects of subordinate military service points to the next foundation.

The third foundation: the trust that the Nation reposes in the Army

In all points of its existence through its two centuries, the Army has been granted a trust relationship with the American people that must not be broken: the Army will defend the Constitution and the people of the Nation; the people and their leaders will provide the needed support for the Army to fulfill its calling. The relationship is one of trust: people and leaders demand by necessity that the Army must be a profession of reverent national service and servanthood; we are entrusted with the Nation's citizens and the Nation's survival. We are not just another bureaucracy of the government; we are a profession of stewardship of the Constitutional ideals that set our Nation apart.

"The American people rightly look to their military leaders not only to be skilled in the technical aspects of the profession of arms, but to be men of integrity who have a deep understanding of the human strengths and weaknesses that motivate soldiers under the ultimate test of war."

General J. Collins 25th ID Commander, VII Corps Commander, WWII; CSA 1949–1953

The Standards and Aspirations



of Our Profession of Arms

THE SOLDIER'S CREED AND WARRIOR ETHOS

I am an American Soldier.

I am a Warrior and a member of a team.

I serve the people of the United States and live the Army Values.

I will always place the mission first.

I will never accept defeat.

I will never quit.

I will never leave a fallen comrade.

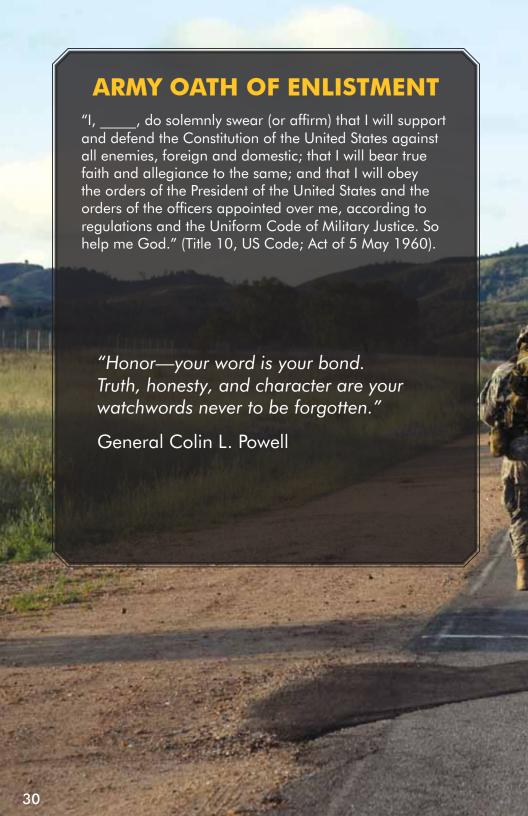
I am disciplined, physically and mentally tough, trained and proficient in my warrior tasks and drills. I always maintain my arms, my equipment and myself.

I am an expert and I am a professional.

I stand ready to deploy, engage, and destroy the enemies of the United States of America in close combat.

I am a guardian of freedom and the American way of life.

I am an American Soldier.



NCO CREED

No one is more professional than I. I am a Noncommissioned Officer, a leader of Soldiers. As a Noncommissioned Officer, I realize that I am a member of a time honored corps, which is known as "The Backbone of the Army." I am proud of the Corps of Noncommissioned Officers and will at all times conduct myself so as to bring credit upon the Corps, the Military Service and my country regardless of the situation in which I find myself. I will not use my grade or position to attain pleasure, profit, or personal safety.

Competence is my watchword. My two basic responsibilities will always be uppermost in my mind—accomplishment of my mission and the welfare of my Soldiers. I will strive to remain technically and tactically proficient. I am aware of my role as a Noncommissioned Officer. I will fulfill my responsibilities inherent in that role. All Soldiers are entitled to outstanding leadership; I will provide that leadership. I know my Soldiers and I will always place their needs above my own. I will communicate consistently with my Soldiers and never leave them uninformed. I will be fair and impartial when recommending both rewards and punishment.

Officers of my unit will have maximum time to accomplish their duties; they will not have to accomplish mine. I will earn their respect and confidence as well as that of my Soldiers. I will be loyal to those with whom I serve; seniors, peers, and subordinates alike. I will exercise initiative by taking appropriate action in the absence of orders. I will not compromise my integrity, nor my moral courage. I will not forget, nor will I allow my comrades to forget that we are professionals, Noncommissioned Officers, leaders!



I (insert name), having been appointed a (insert rank) in the U.S. Army under the conditions indicated in this document, do accept such appointment and do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic, that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter, so help me God.





I am an Army Civilian; a member of the Army Team

I am dedicated to our Army, our Soldiers and Civilians

I will always support the mission

I provide stability and continuity during war and peace

I support and defend the Constitution of the United States and consider it an honor to serve our Nation and our Army

I live the Army values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage

I am an Army Civilian



TITLE 10 U.S. CODE "STANDARDS OF EXEMPLARY CONDUCT"

U.S.C. § 3583 : US Code - Section 3583: Requirement of exemplary conduct

All commanding officers and others in authority in the Army are required -

- 1. To show in themselves a good example of virtue, honor, patriotism, and subordination;
- 2. To be vigilant in inspecting the conduct of all persons who are placed under their command
- To guard against and suppress all dissolute and immoral practices, and to correct, according to the laws and regulations of the Army, all persons who are guilty of them; and
- 4. To take all necessary and proper measures, under the laws, regulations, and customs of the Army, to promote and safeguard the morale, the physical well-being, and the general welfare of the officers and enlisted persons under their command or charge.

THE SOLDIER RULES

- 1. Soldiers fight only enemy combatants.
- 2. Soldiers do not harm enemies who surrender. They disarm them and turn them over to their superiors.
- 3. Soldiers do not kill or torture enemy prisoners of war.
- 4. Soldiers collect and care for the wounded, whether friend or foe.
- 5. Soldiers do not attack medical personnel, facilities, or equipment.
- 6. Soldiers destroy no more than the mission requires.
- 7. Soldiers treat civilians humanely.
- 8. Soldiers do not steal. Soldiers respect private property and possessions.
- 9. Soldiers should do their best to prevent violations of the law of war.
- 10. Soldiers report all violations of the law of war to their superior.

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"Our Soldiers and Noncommissioned Officers are the centerpiece of the best equipped, trained, and led Army in history. Our Soldiers are skilled, professional warriors who live our Army Values, embody the Warrior Ethos and define the American patriot."

Kenneth O. Preston Sergeant Major of the Army



ARMY VALUES

Loyalty:

Bear true faith and allegiance to the U.S. Constitution, the Army, your unit and other Soldiers

Duty:

Fulfill your obligations

Respect:

Treat people as they should be treated

Selfless Service:

Put the welfare of the Nation, the Army, and subordinates before your own

Honor:

Live up to all the Army values

Integrity:

Do what's right, legally and morally

Personal Courage:

Face fear, danger or adversity (physical or moral)



CONCLUSION

Competence, Character, Ethos. These are the hallmarks of a Professional Soldier. Status as a Professional Soldier is not automatic, but earned through developing expertise in the Profession of Arms, a firm moral grounding in the Army's Ethic, and through inculcating a sense of selfless service to fellow Soldiers, the Army, and foremost, the American people. These aspects of Soldiering must be continually refined throughout one's career of service.

As part of the Profession of Arms Campaign, this pamphlet provides an overview of the profession and what it is to be a Professional Soldier. It seeks to generate dialog across our Army during this period of transition to meet the Campaign's objective:

"For Soldiers and leaders to refine our understanding of what it means to be professionals—expert members of the Profession of Arms—after over nine years of war and to recommit to a culture of service and the responsibilities and behaviors of our profession as articulated in the Army Ethic."

I am an expert and I am a professional...

(9th statement of the Soldier's Creed)



Center for the Army Profession and Ethic

The CAPE serves as the Army proponent for the full scope of the Profession of Arms by planning and executing various activities in support of four primary objectives:

- Assess, study, and refine the Profession of Arms and its Ethic
- Create and integrate knowledge of the Profession of Arms and its Ethic
- Accelerate professional development in individuals, units, and Army culture
- Support the socialization of the Profession of Arms and Ethic across the Army

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http://cape.army.mil

https://www.us.army.mil/suite/page/611545

Center for the Army Profession and Ethic is part of the Combined Arms Center and TRADOC.





