



Fidelity Based Discussion Guide

Fidelity as one of the functional areas of leadership development focuses on the why we, as Marines, do what we do. What is the motivation and the reasoning behind the decisions we make? What is the justification for the rigorous training along with retrospective attention on Marine Corps past glories? By focusing on fidelity, we return to our roots in a sense, attempting to relearn the basic knowledge and esprit de Corps ingrained during entry-level training.

The Marine Corps maintains two primary publications that do a fantastic job describing what the Marine Corps stands for, and does not stand for. “Leading Marines” and “Sustaining the Transformation” should both be frequently reviewed by leaders allowing for introspective self-evaluation regarding living up to the standards set by those that have come before us. Additionally, leaders should reflect as to whether their example is setting up the next generation of leaders for success.

Marine Corps heritage is a key area of personal and professional development under the leadership functional area. Studying the stories and case studies of the past reinforce lessons taught during entry-level training, promote esprit de Corps. In addition to Marine Corps heritage, each unit maintains its own unique and proud heritage of battlefield success. A celebration of this unique and unified common ancestry serves to bond Marines together and to their unit. Leaders serve themselves, their Marines, and their commands better by becoming familiar with the units heritage and passing it on.

Questions for leaders prior to facilitating one on one or group discussions:

1. What are USMC core values?
2. Why are these values important to reinforce?
3. Do the Marines in this unit adhere to the standards set in entry-level training?
4. Am I living up to the standard set in Leading Marines?
5. How can I better establish and maintain standards in the unit?
6. How can I improve as a leader?

Questions for leaders to use during one-on-one or group discussions on fidelity:

1. Why did you join the Marine Corps?
2. Why do we have core values?
3. Do our core values make us better at our core mission of making Marines, winning battles, and returning productive citizens back to American society?
4. What are the ways leaders gain the respect of their subordinates?

5. What are some of the challenges Marines face?
6. How does reinforcement of the standards with a focus on core values confront these challenges?