

— SOCCENT —  
**CULTURE**



EMPOWERED BY OUR PEOPLE  
DRIVEN BY OUR MISSION  
EVOLVING FOR OUR FUTURE

## OUR ORGANIZATION

We are a SOF warfighting HQs that plans, prepares, and conducts special operations 24/7.

We work with the U.S. government interagency, allies, regional partners and other individuals to employ SOF capabilities and expertise utilizing an irregular warfare approach across multiple domains (air, land, sea, cyber and space) throughout the region.

We operate at the strategic and operational level to compete against and ultimately undermine our adversaries in defense of our great nation and our way of life.

Since the stand up of our HQs on 1 October 1985, our organization has participated in regional conflicts and numerous contingencies.

We have continuously evolved since then to remain relevant and capable of meeting the high demands imposed on us by our nation.

Today, we stand at the forefront of the greater SOF enterprise and Global SOF Network, ready to meet any challenge thrown our way.

## OUR PRACTICES

Leadership sets the tone in the HQs  
Organizational Priorities seek balance between mission and family although this balance is tested each day.

Individual Performance, to do one's best each day for the good of the organization, is our mantra.

Build Trust and Transparency to avoid misinformation that can erode our organization.

Communication is key in our dynamic and evolving organization.

"Kaizen" Mindset to constantly make minor improvements in work space, with a goal of trying to change one percent each day.

Heritage and Traditions we keep alive, build new ones, and honor team members & families.

Organizational Wellness to preserve the well-being, resiliency, motivation and performance of our people and families over the long term.

## OUR VALUES & ATTITUDES

We recognize the importance of key values and attributes that enables us to remain calmly focused and make good decisions during inevitable times of turmoil.

We are proud and professional but not arrogant. We are not an entitled organization – working here is a privilege and an honor. We represent the U.S. and everything that our constitution stands for.

We are determined and focused but not fanatical. We are innovative, open-minded, and encourage dissenting opinions with candor so that the best idea(s) are given a voice but recognize we have a chain of command that has the final say on decisions.

We are selective about who fills our ranks and strive to remain inclusive yet diverse in order to be representative of our nation's demographics representing all ethnicities, genders, orientations, religious creeds, and other different groups.

Every one of us arrive with a moral code, religious or philosophical belief, political leanings, identities, and a cultural heritage. We do not believe it honest or possible, to ask our members, to “check these at the door” when they serve at SOCCENT. These should remain fundamental and important to each of our identities.

However, we do absolutely demand that mutual respect be shown to other teammate's beliefs, values, cultural distinctions; never treating anyone unfairly or with favoritism. Hate or extremism of any kind is intolerable to us and is the enemy we seek to destroy, whether prorogated from within or from adversaries.

We strive to act ethically, with integrity and the moral courage to do the right thing at all times during mission accomplishment.

## OUR PEOPLE

Our People are our greatest asset.

SOF Truth #1 states, “Humans are more important than hardware.”

Our evolving mission in a dynamic and complex operating environment places high demands on our personnel and our organization.

We seek the best people within our ranks. Those with the desire to be here, motivated to work hard, dedicated to the mission, a humble willingness to learn, and with the right cognitive skills and traits that will enhance the organization's ability to address complex problems with sophistication and perform in an evolving and ever challenging operating environment.

The quality and diversity of our people and ability to work as a team is key to our success as an organization.

All of our people come from diverse backgrounds and lifestyles; each with a slightly different mindset, operating dynamic, and attitude on how to perform and get the job done.

Despite these differences, we have come together, taking pride in being SOCCENT.



## OUR HERITAGE

In 2008, the “Spartan” and the ancient Greek phrase “Molon Labe” (meaning “come and take them”) became the symbol and motto of our command.

In keeping with the Legend of the 300, we seek to emulate the Modern Day Spartan who is the quintessential professional.

A warrior, scholar, leader, athlete, critical thinker, campaigner, and a creative innovator.

A consummate practitioner that constantly seeks self-improvement for the betterment of the organization.

A selfless and accomplished performer that operates under code of honor and value system that is an inherent part of their internal beliefs and identity.



## OUR WORK ETHIC & ENVIRONMENT

Our work ethic is that of a learning organization whose members are willing to accept and embrace change under the mantra: “Build a little - Test a little - Learn a lot.”

Our work environment is a busy one with long hours.

Although each person is assigned to perform certain roles, everyone should expect, at one time or another, “to work out of their comfort zone,” while our top performers can expect to be tasked more and work harder than others due to their demonstrated talent.

Understanding the SOF mission and how each person’s efforts fits into achieving it is key to maintaining organizational cohesion and harmony.

At any time, any of our members could be called upon to accept the Baton, go forward, and into harm’s way.

# OUR VALUE PROPOSITION



Our value proposition is the incredible SOF professionals, service members, government employees, and contractors that we have in our command.

Our commitment is to remain a mission focused, resilient, forward looking, innovative and adaptive organization that remains the premiere SOF headquarters and partner of choice in our region.

We are always on the account.

Our pledge is to be genuine and always do our part to defend our citizens, our nation, and our way of life.

To our forces forward, whom are in harm's way at the pointing edge of the spear, we are always in support.

They are depending on us and we will not let them down.

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