

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

# **SOCCENT CULTURE**

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

Our culture remains the internal fabric that enables our organization to succeed.

## **OUR PEOPLE**

Our People are our greatest asset. SOF Truth #1 states, “Humans are more important than hardware.” The quality and diversity of our people and ability to work as a team is key to our success as an organization.

## **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 ones best each day for the good of the organization.
- 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 HERITAGE**

In keeping with the Legend of the 300, we seek to emulate the Modern Day Spartan who is the quintessential professional. Warrior, scholar, leader, and practitioner that operates under a code of honor and value system that is an inherent part of their internal beliefs and identity.

## **OUR WORK ETHIC & ENVIRONMENT**

We are a learning organization whose members accept and embrace change under the mantra: “Build a little - Test a little - Learn a lot” while our work environment is a busy one characterized by long hours and members “working outside of their comfort zone.”

## **OUR VALUES & ATTITUDES**

**INCLUSIVITY**  
**PRIDE**  
**INNOVATION**  
**CANDOR**  
**MUTUAL RESPECT**  
**DETERMINATION**  
**INTEGRITY &**  
**MORAL COURAGE**

## **OUR VALUE PROPOSITION**

The incredible SOF professionals, service members, government employees, and contractors that enable us to remain the premiere SOF HQs and partner of choice in our region. 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 and always on the account. They are depending on us and we will not let them down.