

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 VALUES & ATTITUDES

INCLUSIVITY  
PRIDE  
INNOVATION  
CANDOR  
MUTUAL RESPECT  
DETERMINATION  
INTEGRITY &  
MORAL COURAGE

## 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 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.

ΜΟΛΩΝ ΛΑΒΕ

# **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.**