



UNITED STATES MARINE CORPS  
MARINE AIR GROUND TASK FORCE TRAINING COMMAND  
MARINE CORPS AIR GROUND COMBAT CENTER  
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CCO 1400.5  
SGTMAJ

SEP 25 2016

COMBAT CENTER ORDER 1400.5

From: Commanding General  
To: Distribution

Subj: NONCOMMISSIONED OFFICER PROMOTION PANEL

Ref: (a) MARADMIN 200/16  
(b) MARADMIN 150/16  
(c) MARADMIN 055/16  
(d) MCO P1400.32D w/Ch 1-2

Encl: (1) Format for the Noncommissioned Officer Promotion Panel  
Results Letter  
(2) NCO Fitness Report  
(3) Example Subjective-Type Questions

1. Situation. In accordance with reference (a), establish policy and provide guidance for the conduct of the Noncommissioned Officer (NCO) promotion panel for Marine Air Ground Task Force Training Command (MAGTFTC), Marine Corps Air Ground Combat Center (MCAGCC) units, and to clarify guidance on quarterly page 11 counseling.

2. Mission

a. This directive covers the promotion recommendation/non-recommendation process for Lance Corporal (LCpl) to Corporal (Cpl), and from Cpl to Sergeant, utilizing a Regular Promotion Board and input from the chain of command.

b. Per references (a) through (c), and the 37th Commandant's Planning Guidance, the Commanding General has established the structure and conduct of the NCO promotion panel for personnel assigned to MAGTFTC, MCAGCC units.

3. Execution

a. Commander's Intent and Concept of Operations

(1) Commander's Intent. Beginning with the fourth quarter (October/November/December) of Calendar Year 2016, the Commanding Officer (CO) of each Battalion/Squadron within MAGTFTC, MCAGCC shall, at a minimum, convene an NCO promotion panel each promotion quarter to ensure we are promoting only those LCpls and Cpls who have met all eligibility requirements and have demonstrated an enduring commitment to our Corps values, and the ever increasing degree of maturity, leadership, and professionalism expected of our NCOs.

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(2) Concept of Operations

(a) NCO Promotion Panel Structure. The CO of each Battalion/Squadron shall establish a quarterly panel consisting of at least five members. The senior member and chair of the NCO promotion panel will be the unit Sergeant Major (SgtMaj) or Senior Enlisted Advisor (SEA). The senior enlisted member of the panel will be a First Sergeant or Master Sergeant, and the remaining members will consist of Staff NCO's within the unit. Panel members will be assigned on the basis of their experience, mature judgment, sound temperament, objectivity, impartiality, and shall possess personal qualities commensurate with the responsibilities associated with an NCO promotion panel. The panel members will be of varying military occupational specialties (MOS) to allow for professional assessment of a wide range of MOS proficiency requirements. The appointment of a panel member will be quarterly, or longer. Once appointed, the panel member will remain assigned for the promotion panel quarter. Appointments will be made in writing by standard naval letter format, as determined by the CO.

(b) NCO Promotion Panel Timelines

1. Quarterly Panels. The results of the NCO promotion panel will be forwarded to the unit SgtMaj for review and approval by the CO no later than the 12th of the month, as indicated below.

12 November - Promotion Quarter Jan, Feb, Mar  
12 February - Promotion Quarter Apr, May, Jun  
12 May - Promotion Quarter Jul, Aug, Sep  
12 August - Promotion Quarter Oct, Nov, Dec

2. Monthly Panels. The panel may reconvene monthly, on a case-by-case basis, in order to reconsider eligible Marines not recommended by the quarterly unit promotion panel. Promotion eligible Marines who arrive at the unit after the quarterly unit promotion panel has been held will also be considered. The panel determinations must be submitted to the unit SgtMaj by the 12 of each month.

(c) Conduct of the NCO Panel Members

1. The CO will determine the conduct of the NCO promotion panel; however, at a minimum the panel members must validate the Marine has met the following criteria:

a. Meets Time in Grade (TIG)/Time in Service (TIS) requirements. Per reference (c), effective 1 April 2016, a LCpl will be required to have at least 12 months TIG before being eligible for promotion selection to Cpl.

b. Exhibits those military attributes to a degree expected of a Marine of the next higher rank which includes; leadership, force, judgement, integrity, military presence and bearing, reliability, obedience to orders, moral fitness, endurance, and self-discipline.

c. Is proficient or capable of performing the duties and tasks prescribed for the next higher rank in their assigned MOS.

d. Is currently qualified with their assigned table of organization weapon, unless exempt.

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e. Has completed a current Physical fitness Test and Combat Fitness Test, unless medically exempt.

f. Has completed the required Professional Military Education (PME). The required PME for LCpls is the Leading Marines Distance Education Program and command sponsored LCpl Seminar. Cpls are required to complete the Cpl's Course Distance Education Program and command sponsored Cpl's Course.

g. Demonstrates a basic understanding of operational risk management and safety standards.

2. Marines who are required to appear before the NCO promotion panel that cannot appear in person may complete the panel review by video-teleconference or telephonically. These methods should only be used when absolutely necessary and should not have any negative affect in determining the Marine's suitability for promotion.

3. The panel members must exercise sound judgment, after a thorough evaluation of all areas, before determining the recommendation made to the CO.

4. Upon conclusion of the panel the senior member of the panel will prepare, or have prepared, the results of the panel as indicated in enclosure (1). The signed recommendation will be forwarded to the unit SgtMaj for review and decision by the unit CO.

5. The CO will certify the results of the NCO promotion panel, per the guidance contained in enclosure (1). A copy will be retained in the command files for the current year, plus two years.

6. Once recommended for promotion by the panel and approved by the CO, the Marine will be recommended for promotion, once eligible within the quarter. If the Marine does not meet the cutting score at any time within the quarter, the recommendation from that panel will carry forward to subsequent quarters. The Marine does not need to appear before another panel, unless directed by the command.

(d) Marines Not Recommended. A page 11 entry will be entered into their Electronic Service Record stating the reason for their non-recommendation and a "NON REC" diary entry will be reported in Marine on Line/Marine Corps Total Force System.

1. Quarterly. Marines not recommended by the CO will be non-recommended for promotion for the quarter under consideration.

2. Monthly. Marines that meet TIG/TIS for the 2nd or 3rd month of the quarter shall receive a monthly "NON REC." Marines that are not PME complete should receive a monthly "NON REC" and be afforded the opportunity to complete the PME within the quarter.

b. Subordinate Element Missions

(1) COs Responsibilities

1. Ensure strict compliance with the policies and regulations contained in reference (d).

2. Ensure that all enlisted Marines who are to be promoted to the next higher grade meet the Marine Corps standards of professionalism, personal performance and leadership. Make enclosure (2) available to your Battalion/Squadron Enlisted Leaders to evaluate the respective Marine's performance.

3. Ensure that a Marine is not promoted unless the individual can be expected to assume the responsibilities and perform the duties of that grade in a creditable and satisfactory manner.

4. Ensure that fully qualified and deserving Marines are expeditiously promoted on the date directed by the CMC.

5. Additionally, during PME's, formations, and leadership discussions, the boarding process and trends will be highlighted to junior Marines, NCOs, SNCOs, and Officers to help reinforce our Marines' professional development and the responsibilities of our SNCOs and NCOs in preparing our Marines for promotion.

(2) Panel Members

(a) Senior Member and Chair. The SgtMaj or SEA will be appointed as the Senior Member and Chair for the promotion panel.

(b) Board Members

1. Board members will not discuss the proceedings or results of the board.

2. Board Questions

a. Questions by board members will be limited to subjective-type questions designed to assist board members in determining a Marine's maturity, judgment, confidence, motivation, and professionalism. Enclosure (3) is an example list of subjective-type questions. Other questions will be approved by the Senior Member of the Board.

b. Generally, 3-5 questions along with the Marine's NCO Fitness Report [enclosure (2)], chain of command recommendations, and training information will be adequate for the board members to make their vote.

c. In some cases, additional questions may be required. The Marine being boarded should answer the questions to the best of his/her ability, while addressing all of the board members and maintaining bearing/confidence.

3. Board Discussion/Voting

a. After each Marine has been seen by the board, the board members may discuss their observations and pose any questions/concerns to the Board Members/Senior Member of the Board. If additional information is required, they may hold off voting until the information is received.

b. When the board members are ready to vote, they will fill out a slip of paper anonymously identifying their vote to recommend or not recommend the Marine for promotion.

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c. The Senior Member of the Board will tally the votes and annotate the results on enclosure (1). For Marines not recommended by a majority of the Board Members, on the enclosure to this letter, document the reason(s) why the Board Members feel the Marine is not ready for promotion.

#### 4. Reporting/Dismissal Procedures

a. Prior to reporting, the Senior Member of the Board will identify to the Board Members the next Marine to be boarded and go over the Marine's NCO Fitness Report, training information and any additional commendatory/derogatory information.

b. When the board is ready, the Marine to be boarded will march in smartly, give the appropriate greeting and report to the senior member of the regular promotion board, as required. The Marine will be told to execute two right faces and an about face and then be told to sit down. The Marine will not be expected to maintain the same level of bearing expected of Marines being boarded by Meritorious Promotion Boards, however, should maintain the bearing, posture, confidence and professionalism expected of a Marine who takes his/her promotion seriously.

c. When the board is finished, the Senior Member of the Board will tell the Marine to stand and take a couple of steps forward and then tell the Marine he is dismissed. The Marine should say, "dismissed, aye aye, SgtMaj," take one step back, give the appropriate greeting, execute an about face and step off smartly.

d. Once dismissed, the Marine should change back into the uniform of the day (if required) and return to his/her Work Section.

(3) The SNCOIC, of the Marine before the Board, will be present for the board to speak on behalf of the Marine's proficiency, maturity, and future potential as an NCO.

#### c. Coordinating Instructions

(1) NCO Fitness Report. Enclosure (2) is the form that will be used by Marine enlisted leaders to evaluate a Marine's performance and annotate their recommendation or non-recommendation for promotion. The Company leadership will ensure that a NCO Fitness Report is completed for each Marine, and submitted to the Company First Sergeant at least one day prior to the convening date of the Regular Promotion Board. Company First Sergeants will ensure subordinate leaders fully understand the importance of the NCO Fitness Report, and that they are filled out correctly and without inflation.

(2) Uniform. The uniform for Board Members and Marines being boarded will normally be the seasonal Marine Corps Combat Utility Uniform. Changes to the uniform will be approved by the Battalion/Squadron SgtMaj. Though the Marine will not stand a formal uniform inspection as part of the Regular Promotion Board process, the Marine will be seen in uniform by the board members who will use personal appearance as part of their overall assessment of the Marine.

(3) Timeline. The SgtMaj/SEA will develop a timeline based upon the number of Marines to be boarded. Each Marine takes approximately 10 minutes including voting (boarding 5-6 Marines per hour).

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The schedule will be published so the Company leadership and the Marines to be boarded know approximately when each Marine will have to be present (on deck at least 20 minutes prior to their scheduled time.)

(4) Marine Not-Available. For Marines sick in quarters, on leave, on temporary assigned duty (TAD) less than 30 days, or otherwise not available to stand before the board:

(a) The Board Members will still review the Marine's NCO Fitness Report and training information, conduct a book board and make their recommendation. The SNCOIC of the Marine will be present for the book board to speak on behalf of the Marine's proficiency, maturity and future potential as an NCO.

(b) If not recommended, the case will be briefed to the Company and Battalion leadership like all not recommended cases. If a not recommended Marine is subsequently available, a separate board may be held based on the recommendation of the Company Leadership and concurrence of the Battalion/Squadron Commander/SgtMaj.

(c) Marines TAD >30/Fleet Assistance Program (FAP). Marines TAD/FAP for greater than 30 days will not be boarded, as they administratively fall under their gaining command. If the Battalion/Company leadership have reason to believe that a Marine on TAD/FAP is not qualified for promotion, that information should be passed to the gaining command, via the Battalion/Squadron SgtMaj.

(d) Light Duty/Limited Duty. The enlisted promotion system does not have a medical prerequisite for promotion. The policy of the Commandant of the Marine Corps is that all enlisted Marines who are otherwise qualified, will not lose their eligibility for promotion consideration if hospitalized, or if on temporary limited duty due to medical reasons.

(5) Marines in Transition. Marines who are in transition at the time select grades post in MCTFS will have an individual interview with the Commanding Officer before being promoted.

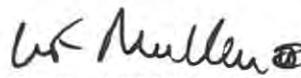
(6) Forms. Enclosure (2) is the MAGTFTC, MCAGCC Data Sheet form CC 1000/1 and can be obtained from the Naval Forms Online web site at <http://navalforms.daps.dla.mil>. Use the forms tab to access the search page; enter the form number or the title name in the keyword search.

4. Administration and Logistics. Directives issued by this Headquarters are published and distributed electronically. Electronic versions of Combat Center directives can be found at <http://www.29palms.marines.mil/Staff/G1Manpower/AdjutantOffice/Orders.aspx>.

#### 5. Command and Signal

a. Command. This Order is applicable to all units that fall under the cognizance of the CG, MAGTFTC, MCAGCC.

b. Signal. This Order is effective the date signed.

  
W. F. MULLEN III

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Format for the Noncommissioned Officer Promotion Panel Results Letter

UNIT LETTER HEAD

1400  
Org Code  
Date

From: Senior Member of the Noncommissioned Promotion Panel  
To: Commanding Officer, Unit

Subj: NONCOMMISSIONED OFFICER PROMOTION PANEL RESULTS

Ref: (a) CCO 1400.5

Encl: (1) List of Personnel that appeared before the NCO Promotion Panel held on (date)

1. In accordance with the reference a Noncommissioned Officer (NCO) Promotion Panel was held on (date).

2. The members of the NCO Promotion Panel are:

- a. Sergeant Major FName MI LName
- b. First Sergeant/Master Sergeant FName MI LName
- c. Gunnery Sergeant FName MI LName
- d. Gunnery Sergeant FName MI LName
- e. Staff Sergeant FName MI LName

3. Those Marines that appeared before the NCO Promotion Panel along with the panel member recommendations are contained in the enclosure.

I. M. LEADER

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(Date)

1. I concur with the recommendations of the Panel. \_\_\_\_\_ (CO Initials)

2. I do not concur with the recommendations of the panel and the changes are noted below:

- a. Corporal FName MI LName EDIPI is recommended/not recommended.
- b. Corporal FName MI LName EDIPI is recommend/not recommended.
- c. Lance Corporal FName MI LName EDIPI is recommended/not recommended.

I. M. BOSS

Enclosure (1)

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Format for the Noncommissioned Officer Promotion Panel Results Letter

List of Personnel that Appeared before the Noncommissioned Promotion Panel  
Held on (date)

1. Based upon the results of the NCO promotion panel held on (date), the following Marines are not recommended for promotion to corporal and sergeant:

RANK FName MI LName EDIPI (brief summary of why not recommended)  
RANK FName MI LName EDIPI (brief summary of why not recommended)  
RANK FName MI LName EDIPI (brief summary of why not recommended)  
RANK FName MI LName EDIPI (brief summary of why not recommended)  
RANK FName MI LName EDIPI (brief summary of why not recommended)  
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RANK FName MI LName EDIPI (brief summary of why not recommended)  
RANK FName MI LName EDIPI (brief summary of why not recommended)  
RANK FName MI LName EDIPI (brief summary of why not recommended)

2. Personnel listed as not recommended in paragraph 1 above are eligible for reevaluation at the next scheduled NCO Promotion Panel.

I. M. SENIOR MBR

Enclosure (1)

MARINE REPORTED ON:				
RANK	NAME	BILLET	DOR	NCO FITREP REPORTING PERIOD
<b>LEADERS:</b>				
NCOIC NAME:		SNCO/PLT/STGT NAME:	OIC/PLT CMDR NAME:	
NCOIC SIGNATURE:		SNCO/PLT/STGT SIGNATURE:	OIC/PLT CMDR SIGNATURE:	
1. PERFORMANCE How well does the Marine carry out those duties inherent to his billet plus all additional duties informally assigned. Reflects a Marine's aptitude, competence, confidence and commitment to the unit's success above personal reward. Indicators are time and resource management, task prioritization, and tenacity to achieve positive results consistently.				
Leader	Adverse	Meets requirements of billet and additional duties. Aptitude, commitment, competence and confidence meet expectations.	Consistently produces quality results while measurably improving unit performance. Makes effective use of time and resources. Improves billet procedures and products. Positive impact extends beyond billet expectations. Very confident in his own abilities.	Results far surpass expectations. Exploits new resources and creates opportunities. Extremely confident. Emulated; sought after as an expert with influence beyond unit. Impact significant; innovative approaches to problems produce significant gains in quality and efficiency.
NCOIC SNCOIC/PLT BGT OIC/PLT CMDR				
2. PROFICIENCY Demonstrates technical knowledge and practical skill in the execution of the Marine's overall duties. Combines training, education and experience. Translates skills into actions which contribute to accomplishing tasks and missions. Imparts knowledge to others.				
Leader	Adverse	Competent. Technically and tactically proficient. Possesses the skills and knowledge commensurate with rank and experience. Seeks self-improvement. Aids in mission accomplishment. Helps train subordinates.	Demonstrates mastery of all required skills. Expertise, education and experience consistently enhance mission accomplishment. Innovative troubleshooter and problem solver. Effectively imparts skills to subordinates.	Tone expert. Knowledge and skills impact far beyond those of peers. Forward thinking and innovative. Immeasurable impact on mission accomplishment. Selflessly imparts expertise to subordinates, peers, and seniors.
NCOIC SNCOIC/PLT BGT OIC/PLT CMDR				
3. PHYSICAL AND MORAL COURAGE Moral or physical strength to overcome danger, fear, difficulty or anxiety. Personal acceptance of responsibility and accountability, placing conscience over competing interests regardless of consequences. Conscious, overriding decision to risk bodily harm or death to accomplish the mission or save others. Ability to persevere despite uncertainty.				
Leader	Adverse	Mentally and physically tough. Demonstrates inner strength and acceptance of responsibility commensurate with rank and experience. Willing to face moral and physical challenges in pursuit of mission accomplishment.	Guided by conscience in all actions. Proven ability to overcome danger, fear, difficulty, anxiety. Exhibits bravery in the face of adversity and uncertainty. Not deterred by morally difficult situations or hazardous conditions.	Unwavering bravery and capacity to overcome obstacles and inspire others in the face of moral dilemma or life-threatening danger. Demonstrated under the most adverse conditions. Selfless. Always places conscience over competing interests regardless of physical or personal consequences.
NCOIC SNCOIC/PLT BGT OIC/PLT CMDR				
4. INITIATIVE Action in the absence of specific direction. Seeing what needs to be done and doing it without prompting. The instinct to begin a task and follow through energetically on one's own accord. Being creative, proactive and decisive. Transforming opportunity into action.				
Leader	Adverse	Demonstrates willingness to take action in the absence of specific direction. Acts commensurate with rank, training and experience.	Self-motivated. Action oriented. Foresight and energy consistently transform opportunity into action. Develops and pursues creative, innovative solutions. Acts without prompting or starter.	Highly motivated and proactive. Displays exceptional awareness of surroundings and environment. Uncanny ability to anticipate mission requirements and quickly formulate original and far reaching solutions. Always takes decisive, effective action.
NCOIC SNCOIC/PLT BGT OIC/PLT CMDR				
5. LEADING SUBORDINATES The application of leadership principles to provide direction and motivate subordinates. Using authority, persuasion and personality to influence subordinates to accomplish assigned tasks. Sustaining motivation and morale while being subordinate performance.				
Leader	Adverse	Leads by example. Uses the troop leadership steps, leadership traits and principles. Promotes, supervises, provides instructions and directs execution. Treats Marines with respect and fairness. Seeks to accomplish missions in ways that sustain motivation and morale. Uses proper force and tact. Actions contribute to unit effectiveness.	Always leads by example. Effective use of leadership traits and principles. Effectively tasks subordinates and clearly delineates standards expected. Enhances performance through constructive supervision. Fosters motivation and enhances morale. Builds and sustains teams. Encourages initiative and candor among subordinates.	Leadership by example is tone setting. Masterful use of leadership traits and principles. Effectively tasks subordinates and clearly delineates standards expected. Achieves highest levels of performance from subordinates by encouraging initiative. Engenders willing subordination, loyalty, and trust. Personal leadership fosters highest levels of motivation and morale.
NCOIC SNCOIC/PLT BGT OIC/PLT CMDR				
6. SETTING THE EXAMPLE The most visible facet of leadership. How well a Marine serves as a role model for all others. Personal action demonstrates the highest standards of conduct, ethical behavior, physical fitness, and appearance. Attitude, judgment, bearing, demeanor, and self-discipline are elements.				
Leader	Adverse	Good attitude. Well-disciplined, cooperative and obedient. Maturity and judgment meet expectations for rank and billet. Maintains Marine Corps standards for appearance, weight, and uniform wear. Sustains required level of physical fitness and endurance. Adheres to the tenets of the Marine Corps core values. Positive influence on others. No poor conduct issues or lack of integrity.	Positive Attitude. Self-disciplined and corrects others. Strives for perfection. Maturity and judgment exceed expectations for rank and billet. Physical fitness and endurance exceed minimum standards. Personal conduct on and off duty reflects highest Marine Corps standards of integrity, bearing and appearance. Character is outstanding. Seeks self-improvement. Professional example and dedication to duty are noteworthy.	Motivator. Model Marine, frequently emulated. Exemplary discipline, conduct, behavior, and actions are tone-setting. Physical fitness and endurance surpass expectations. Very mature. Always uses good judgment. Character is exceptional, unquestionable integrity. An inspiration to subordinates, peers, and seniors. Attention to detail exceeds expectations. Remarkable dedication to duty, improving self and others.
NCOIC SNCOIC/PLT BGT OIC/PLT CMDR				
7. PROMOTION RECOMMENDATION Does the Marine meet or exceed Marine Corps Standards and the prerequisites for promotion? Is the Marine one of the "best and fully qualified?" Is the Marine "worthy of the title Noncommissioned Officer?" Does the Marine have what it takes to lead subordinate Marines into battle as a Corporal or Sergeant of Marines?				
Leader	Adverse	Not Recommended for Promotion. The Marine needs to improve in one or more areas and/or needs further observation. Page 11 required if Promotion Board/ Bn Cmdr Agrees.	Promote with Peers, but not today. Marine is on track, but lacks the leadership, experience, and/or knowledge to be promoted today (For Marines with less than 12 months TIG only).	Promote ahead of peers. The Marine exceeds Marine Corps standards and the prerequisites for promotion to the next higher grade. The Marine is one of the "best and fully qualified" for promotion. The Marine is "worthy" of the title NCO and has what it takes to lead subordinate Marines into battle as a Corporal or Sergeant of Marines.
NCOIC SNCOIC/PLT BGT OIC/PLT CMDR				
MRO NAME			MRO SIGNATURE:	

## EXAMPLE SUBJECTIVE-TYPE QUESTIONS FOR REGULAR PROMOTION BOARDS

- 1 DO YOU WANT TO BE A CORPORAL / SERGEANT AND WHY?
- 2 WHAT DO YOU THINK ABOUT THE COMPANY/BATTALION'S MISSION? DOES YOUR ATTITUDE TOWARDS THE MISSION IMPACT YOUR PERFORMANCE AND THE MARINES IN YOUR TEAM / SECTION / PLATOON?
- 3 WHAT IS THE BIGGEST CHALLENGE YOU'VE FACED AS AN NCO / TEAM LEADER / LEADER OF MARINES?
- 4 HOW CAN TRAINING IN THE UNIT BE IMPROVED? WHAT DO YOU DO TO IMPROVE THE TRAINING OF THE MARINES IN YOUR SECTION?
- 5 WHAT HAVE YOU DONE TO IMPROVE THE EFFICIENCY OF THE MARINES IN YOUR SECTION?
- 6 AS A LEADER OF MARINES, KNOWING YOURSELF AND SEEKING SELF IMPROVEMENT, WHERE DO YOU THINK YOU NEED TO IMPROVE?
- 7 NCO'S ARE CHARGED WITH ENFORCING DISCIPLINE AND REGULATIONS. HAVE YOU BEEN EFFECTIVE IN YOUR ATTENTION TO DETAIL AND MAKING CORRECTIONS ON OTHER MARINES?
- 8 HOW IS THE MORALE IN YOUR SECTION/DIRECTORATE? WHAT DO YOU DO TO IMPROVE THE MORALE OF THE MARINES IN YOUR SECTION/DIRECTORATE?
- 9 WHAT DO YOU THINK THE SENIOR ENLISTED LEADERS CAN DO TO IMPROVE THE OVERALL ATMOSPHERE OF THE COMPANY/BATTALION?
- 10 IN COMBAT, WHAT DID YOU LEARN ABOUT YOURSELF AND YOUR MARINES? (IF APPLICABLE)
- 11 IF YOU WERE THE COMPANY/BATTALION COMMANDER OR 1STSGT/SGTMAJ, WHAT WOULD YOU DO DIFFERENTLY?
- 12 HOW WOULD YOU COMPARE A 290 PFT MARINE AND A 209 PFT MARINE?
- 13 WHAT DOES INDIVIDUAL RESPONSIBILITY MEAN TO YOU?
- 14 IS THERE OR SHOULD THERE BE A FIELD MARINE OR LEADER?
- 15 NAME ONE THING THAT YOU WOULD WANT YOUR MARINES TO BE GOOD AT AND WHY. (INITIATIVE, LEADING, PROFICIENCY, ETC.)
- 16 IS THE MARINE CORPS A HIGHLY DISCIPLINED FORCE? SHOULD IT BE? WHAT DO YOU DO TO IMPROVE THE DISCIPLINE OF YOUR MARINES?
- 17 IS THE MARINE CORPS A HIGHLY TRAINED FORCE? WHAT DO YOU THINK WE SHOULD SPEND MORE TIME/MONEY/RESOURCES ON?
- 18 WHAT ARE YOUR PLANS FOR THE IMMEDIATE FUTURE? (CPL/SGT, MECEP, DI, SOI, SCHOOL, ETC.)
- 19 WHAT IS THE MOST IMPORTANT THING THAT YOU HAVE LEARNED FROM YOUR SERVICE IN THE MARINES SO FAR?
- 20 WHAT KIND OF IMPACT ARE YOU MAKING ON THE SUCCESS OF YOUR SECTION/TEAM/SQUAD/PLATOON/COMPANY'S MISSION?
- 21 HOW HAVE YOU DEMONSTRATED THE SKILLS AND ABILITIES EXPECTED FOR THE NEXT HIGHER GRADE?
- 22 WHAT KIND OF IMPACT ARE YOU MAKING ON THE MARINES WITHIN YOUR SPHERE OF LEADERSHIP?
- 23 WHAT DOES LEADERSHIP BY EXAMPLE MEAN TO YOU?
- 24 WHAT CAN WE AS LEADERS OF MARINES DO TO KEEP MARINES FOCUSED AND NOT GET COMPLACENT?
- 25 DOES THE LEADERSHIP IN YOUR SECTION/DIRECTORATE STIFLE INITIATIVE? WHAT DO YOU DO TO FOSTER INITIATIVE IN YOUR MARINES?
- 26 WHAT DO YOU DO TO IMPROVE TEAM WORK AND ESPRIT DE CORPS IN YOUR SECTION/DIRECTORATE?
- 27 WHAT DO YOU DO TO CHALLENGE THE MARINES IN YOUR SECTION/DIRECTORATE?
- 28 DO THE MARINE LEADERS IN YOUR SECTION/DIRECTORATE USE CONSTRUCTIVE SUPERVISION AND POSITIVE LEADERSHIP?
- 29 DO YOU AS A SMALL UNIT LEADER FEEL YOU HAVE ENOUGH AUTHORITY TO CARRY OUT YOUR MISSION?
- 30 THE ENLISTED PROMOTION MANUAL DICTATES THAT ONLY THOSE MARINES WORTHY OF THE TITLE OF NCO AND DEMONSTRATED THEY ARE WORTHY OF PROMOTION TO THE NEXT HIGHER GRADE ARE PROMOTED. WHAT DO YOU THINK THEY MEAN BY WORTHY?
- 31 WHAT MORE CAN BE DONE BY LEADERS IN YOUR SECTION/DIRECTORATE TO PREPARE MARINES FOR PROMOTION? WHAT DO YOU DO TO PREPARE MARINES IN YOUR SECTION FOR PROMOTION?
- 32 IS YOUR SECTION/DIRECTORATE SUCCESSFUL IN THEIR MISSION? WHY? HOW CAN THEY BE EVEN MORE SUCCESSFUL?
- 33 ARE MARINES IN YOUR WORK SECTION PHYSICALLY FIT? WHAT DO YOU DO TO IMPROVE THE PHYSICAL FITNESS OF THE MARINES IN YOUR WORK SECTION?
- 34 ATTITUDE IS A BIG PART OF SETTING THE EXAMPLE. HOW DOES YOUR ATTITUDE EFFECT THE MARINES IN YOUR SECTION/DIRECTORATE?
- 35 WHAT IS YOUR SECTION/DIRECTORATE DOING THAT THEY SHOULD NOT BE DOING? WHAT ARE THEY NOT DOING AS A SECTION/DIRECTORATE THAT THEY SHOULD BE DOING?
- 36 WHAT KIND OF ATTRIBUTES SET US AS MARINES APART FROM OTHER ARMED FORCES? WHICH ATTRIBUTES DO MARINES IN YOUR SECTION NEED TO WORK ON? (EXAMPLE - PRIDE, ROUGH & TOUGH, DISCIPLINE, ADAPTABLE, COURAGE, PROFESSIONALISM, CUSTOMS & COURTESIES)
- 37 HOW CAN YOU BE A HARDASS NCO WITHOUT BEING NEGATIVE, UNPROFESSIONAL, OR A BUTTHOLE? (EXAMPLE - DEMANDING, FIRM, FAIR, AND CONSISTENT, LEADING BY EXAMPLE, ENSURING MARINES KNOW WHAT'S EXPECTED OF THEM, CLEAR GUIDANCE, MOTIVATION, POSITIVE ATTITUDE)
- 38 IF YOU COULD CHANGE ONE THING ABOUT THE MARINE CORPS AS A WHOLE, WHAT WOULD IT BE? WHY?
- 39 WHAT PART OF YOUR JOB DO YOU THINK YOU EXERCISE THE MOST LEADERSHIP? WHAT CAN YOU DO TO EXPAND YOUR LEADERSHIP INTO OTHER ASPECTS OF BEING A SMALL UNIT LEADER?
- 40 HOW WOULD YOU DESCRIBE A "MODEL MARINE?" HOW DO YOU THINK YOU COMPARE TO THIS DESCRIPTION?
- 41 WHAT DO YOU THINK OF THE REGULAR PROMOTION BOARD SYSTEM? DO YOU THINK IT'S FAIR OR UNFAIR TO MARINES IN THE BATTALION?
- 42 IF YOU WERE THE SQD LDR/SECT LDR/PLT SGT, WHAT WOULD YOU IMPLEMENT INTO YOUR DAY TO DAY TRAINING TO ENSURE YOUR MARINES' PROFICIENCY? WHY?
- 43 SO FAR IN YOUR CAREER AS A MARINE, WHAT OTHER MARINE HAVE YOU LEARNED THE MOST FROM, EITHER POSITIVE OR NEGATIVE? WHY?
- 44 WHEN YOU LOOK AT YOUR SECTION, WHAT STRENGTHS OR WEAKNESSES DO YOU SEE? WHAT ACTIONS HAVE YOU TAKEN TO IMPROVE YOUR SECTION?
- 45 AS AMERICA'S AND THE WORLD'S FINEST FIGHTING FORCE, DO YOU THINK MCMAP SHOULD BE OR SHOULD NOT BE TAKEN MORE SERIOUSLY IN TRAINING? HOW CAN WE IMPLEMENT MCMAP INTO OUR TRAINING SCHEDULE MORE?
- 46 WHAT MORE CAN THE MARINE CORPS OR ITS SENIOR LEADERS DO TO ENCOURAGE MARINES WITH GREAT POTENTIAL TO STAY MARINE?
- 47 IF YOU WERE THE CPL ASKING THIS QUESTION OF A LANCE CORPORAL, WHAT WOULD YOU PERSONALLY LOOK FOR IN A MARINE TO HELP DETERMINE IF THE MARINE IS READY FOR PROMOTION? DO YOU LIVE UP TO YOUR OWN EXPECTATIONS?
- 48 WHAT DO YOU DO ON A DAILY BASES THAT SHOWS YOU ARE READY TO BE A CORPORAL/SERGEANT?
- 49 CAN YOU SEPARATE YOURSELF FROM YOUR PEERS AND CORRECT MARINES ON EVEN THE SMALLEST LEVEL (SUCH AS THROAT PROTECTION, UNTUCKED SHIRT, NO SHAVE, ETC.)? ARE YOU DOING THAT NOW?