

### ***Seeking High-Quality Human Capital***

We always screen for individuals that can demonstrate the physical strength, intestinal fortitude, temperament, and maturity required to lead Marines in combat. Given the advances in technology and complexity of the future environment, the qualities of critical thinking and mental dexterity are also critical. We should focus on finding the intuitive tacticians, recognizing that this characteristic is more about nature than nurture. Especially as we consider focusing on pushing powerful capabilities down to the tactical echelons, we must:

- Continuously examine and refine our recruiting, employing our institutional values to gain advantage in the competition for military talent.
- Examine and refine our force employment, structure, manpower management, and readiness reporting to more effectively align personnel assignments with billet qualifications.
- Continue to encourage a warfighting ethos and high degrees of initiative and professionalism.