

Self Assessment

Individual Report

Short and Long Term Goals

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CAMP LEJEUNE

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1 Summary

Having a clear image in your mind for what you want out of life is important; otherwise, we'd never actually get what we want, because we don't know what we're chasing. It's also very easy to get distracted from the image you've envisioned, because there's nothing concrete holding you accountable for the steps you take to get to that end result — as a result, we find ourselves sidetracked with meaningless nonsense when we actually really wanted to spend our years doing something productive.

This document aims to help me figure out exactly what I want to be, where I want to be, and how I'm going to get there. There are many things to consider — physical possessions (i.e., finances, vehicle, etc.), character traits, relationships, and even personal motivations. It's hard to change your behavior and character, but where there's a will, there's a way, and I don't want to see myself missing out on more opportunities in my life — not opportunities to party and have a good time, but to let it go to waste.

GySgt Joiner advised us to take the opportunity to direct ourselves, and that's some of the wisest advice I think I've heard. He is a very realistic and intelligent man; I hope to have soaked up some of his appreciation for the opportunities we have now.

1.1 “What type of Marine do you want to be?”

Those words never rang more true. He asked some very important questions that I was lucky enough to listen to his *previous* advise, in writing down. The following were mentioned, and in this paper I'd like to add more structure and rigor to their values:

- List your goals for your USMC tenure
- What type of Marine do you want to be?
- Control your impression

- SMART goals - short term and long term
- Define your path to better yourself
- What kind of Corps do you want to serve?
- What do you want to accomplish?
- Put down the dream-killers — what are they?
- A marathon is a product of individual steps
- Be as productive as possible — get immersed in your job *first*
- If you waste your potential, you let **yourself** down
- What have you already done to get to your goals?
- What will you sacrifice? And what is practical?
- How can you work with others to help you get to your goals?
- How will you manage your time requirements?
- What are good starter goals, to get familiar with the process?
- How will you pace yourself and not sacrifice the wrong things?
- Earn your reputation
- Pay your dues
- What books could you read to improve this process?
- What books should you read regardless?
- You either have “it”, or you don’t. Set the expectation that others should strive to have
- What long term goals have value that’s difficult to measure?
- How will you revise your goals regularly?
- Your decisions **are** your dues
- Accomplish what you’re told
- Ask for permission and sympathy when appropriate

- You do not need your hand held
- Take an English 1 & 2 course (eventually)
- Planning is *key*

The values of the above statements will be exercised below. If uninterested, please skip to the next chapter.

1.1.1 List your goals for your USMC tenure

This is very important. Most people think of being a Marine as just a “job” — often, I reflect on how my NCOs would remark as “Being a Marine is the easiest job you’ll ever have! All you have to do is show up on time, shave your face, get a haircut, and do as your told!”, while grilling us on some negligence or another.

At any rate, being a Marine is more than just a job; it’s a *tenure* — if you don’t do something stupid, or get hurt, then it’s a job that lasts *at least* four years. I don’t know about you, but that’s the longest job I’ve ever had. A lot can be done in that amount of time, and it’s important to think about how things will change for you; what trends are stronger than others. However, if you are influential enough, you can guide that trend into a different direction. At any rate, there is a lot that can be accomplished in four years.

1.1.2 What type of Marine do you want to be?

This is also a tricky question, because there’s so many stereotypes we learn about as junior Marines; the shitbags, the unicorns, “water walkers”, hardasses, badasses, salty bastards, etc.

When you get caught on a good day, what impression do you want to leave? What about a bad day? What about an average day? What about during a firefight? What about at the gym, or during PT? what about when you’ve been caught with your pants down?

1.1.3 Control your Impression

This deals with a separate paper’s topic as well, but controlling your impression is important — staying tight with your chain of command; knowing what risks they take entrusting you with certain tasks, and knowing what they care about is very important. Furthermore, being overly prepared in cause you’re put on a promotion board (or, God forbid, a court) can be very useful — having a jacket of impressionable material.

1.1.4 SMART Goals; Short Term and Long Term

Some of this will be taken from this website.

Goals are part of every aspect of business/life and provide a sense of direction, motivation, a clear focus, and clarify importance. By setting goals for yourself, you are providing yourself with a target to aim for. A SMART goal is used to help guide goal setting. SMART is an acronym that stands for Specific, Measurable, Achievable, Realistic, and Timely. Therefore, a SMART goal incorporates all of these criteria to help focus your efforts and increase the chances of achieving that goal.

SMART goals are:

- Specific: Well defined, clear, and unambiguous
- Measurable: With specific criteria that measure your progress towards the accomplishment of the goal
- Achievable: Attainable and not impossible to achieve
- Realistic: Within reach, realistic, and relevant to your life purpose
- Timely: With a clearly defined timeline, including a starting date and a target date. The purpose is to create urgency.

Having time-indexed, proactive goals will be crucial to rapid accomplishment.

1.1.5 Define your path to better yourself

This is an overarching statement about the importance of goal setting — in my dad’s loving words, “you are the master of your disaster”, and “you’re clear for takeoff, it’s your life”.

Following other people’s footsteps does have it’s values, but it’s easy to get misguided or lose sight of your own initiatives. Setting your rubric for your life plan will help you abide to your own expectations.

1.1.6 What kind of Corps do you want to serve?

It’s a hard question to answer as a junior Marine, but still very important — what behavior will you enable? What is permissible, and what isn’t? Who do you want to support, and what policies will you rally behind? Will you be outspoken about your opinions?

1.1.7 What do you want to accomplish?

At the end of the day, years from now, I'll want to feel proud of myself. What will I want to be proud of? What will I want other people to be proud of? What will give me what I need? And what will get me further to long term goals? What do I want to be known for?

1.1.8 Put down the dream-killers — what are they?

This is a hard one to address, because it's closely related to enjoyment. Everyone “needs” to “relax” sometimes — take your mind off work with a dumb distraction. But in reality, maybe there might be a way to have fun while being productive. Some things might actually help, though, like a useful distraction, or a change of pace that keeps you aware and not drained, yet keeps your mind versatile.

1.1.9 A marathon is a product of individual steps

And each step must be measured — well, maybe not every step, but knowing where the next one should be is damn important, else you might trip!

1.1.10 Be as productive as possible — get immersed in your job *first*

This is a hard one, especially as a new join for my permanent duty station. However, it's extremely important; I'll need to be more productive, sharper, and most trustworthy if I want to get promoted.

1.1.11 If you waste your potential, you let yourself down

This breaks my heart, because I know it's true, about my lackadaisical wastefulness of my past. I have been driven for a long time now, however, so I shouldn't feel so guilty. But, maybe it's the lasting effects of being reckless too.

It's very important to stay true to yourself; not necessarily the “self” that wants to get drunk and see what girl he *actually* wants, but the self that regrets decisions, and can give wise advice to a youngster about both their mistakes and pride.

1.1.12 What have you already done to get to your goals?

Don't short-sell yourself, you've lived a long life so far. It's important to know what you've already done, too, so you can better estimate how productive you can actually be when you really get to work.

1.1.13 What will you sacrifice? And what is practical?

Sacrifice is the reality of exchanging time and energy, and what we actually want. I would like to be the kind of person that can rationally make a decision for sacrificing comfort, without "feeling" it, so to speak.

1.1.14 How can you work with others to help you get to your goals?

I don't mean this by getting others to do your work, but I'm also not saying you have to do everything alone. Maybe there's another individual who's goals coincide with yours, and you could symbiotically benefit from each other. Likewise, how can you get your chain of command involved with your goals, not intimately, but just aware enough about something they approve of, so you don't have to make the decision to sacrifice necessities to accomplish them.

1.1.15 How will you manage your time requirements?

Schedules are very useful, but sometimes issues (like field ops) come out of nowhere and put a stick in the spokes of your routine. Being agile and aware of how to change your footing will be important to staying productive in a changing environment.

1.1.16 What are good starter goals, to get familiar with the process?

Low hanging fruit are important to harvest; it can improve morale and give a better sense of judgment for other goals' which may be more difficult to attain. However, when starting a new routine, it will be important to *go slow*.

1.1.17 How will you pace yourself and not sacrifice the wrong things?

Ask for advice, or if you're not comfortable with that, ease your way into the change of process that you'll face when going head-on.

1.1.18 Earn your reputation

You will not work alone, and you are not "safe" from the same issues everyone else will face. It's important to make a robust image of yourself; that you can handle whatever comes your way, because you meet (and ideally exceed) your expectations.

1.1.19 Pay your dues

There will be a lot of work ahead of you, and as a new join, you are in a debt; paying back that debt is your first priority.

1.1.20 What books could you read to improve this process?

Are there any good self-help books that would give you valuable perspective? Like "how to make friends and influence people"?

1.1.21 What books should you read regardless?

The Commandant's reading list is out there, and we are tasked with reading 3 per year, and writing reports on them.

1.1.22 You either have "it", or you don't. Set the expectation that others should strive to have

Go-getters are what make the world turn. However, it's a constant grind, and easy to let go. You should make an image for those who need us, that sets us apart from everyone else.

1.1.23 What long term goals have value that's difficult to measure?

For instance, after 10 years in the USMC, your GI bill can go to your dependents. As someone without dependents, that's a very interesting possibility,

because I don't know what I would be missing.

1.1.24 How will you revise your goals regularly?

Set a weekly, monthly, quarterly schedule for revising your schedule, and goal iteration.

1.1.25 Your decisions are your dues

A man is as valuable as his word, especially if he involves other people in making those opportunities available.

1.1.26 Accomplish what you're told

And maintain communication for what isn't up-to-par. Surprises aren't very nice for someone who manages expectations.

1.1.27 Ask for permission and sympathy when appropriate

When growing, you'll need some help getting flexible. Don't be afraid to be humble, and ask for advice.

1.1.28 You do not need your hand held

Do everything that *can* be done independently, without overstepping your boundaries. Preparation and planning are the keys to success.

1.1.29 Take an English 1 & 2 course (eventually)

This will help you maintain good, impressive communication with important people.

1.1.30 Planning is *key*

This is what will set you apart from everyone else, who will waste their time doing dumb shit. Making a plan, and sticking to that plan, will help you grow as a person, and as a Marine.

2 Primary Concerns

The following chapter aims to organize the previous thoughts more productively, and categorize them in a natural manner. Some of these will be duplicates for each section — that’s okay, because some of these concepts are very general.

2.1 USMC Related

Here are some ideas that are specific to the Corps:

- List your goals for your USMC tenure
- What type of Marine do you want to be?
- What kind of Corps do you want to serve?
- Be as productive as possible — get immersed in your job *first*
- Earn your reputation
- Pay your dues
- What books should you read regardless?
- You either have “it”, or you don’t. Set the expectation that others should strive to have
- Your decisions **are** your dues
- Accomplish what you’re told
- Ask for permission and sympathy when appropriate
- You do not need your hand held

2.2 Interpersonal

Some goals and questions regarding your societal impact:

- Control your impression
- How can you work with others to help you get to your goals?
- Earn your reputation
- Pay your dues
- You either have “it”, or you don’t. Set the expectation that others should strive to have
- Your decisions **are** your dues
- Accomplish what you’re told
- Ask for permission and sympathy when appropriate
- You do not need your hand held
- Take an English 1 & 2 course (eventually)

2.3 Personal

The following are some goals regarding your own personal journey, and formulating the right path:

- SMART goals - short term and long term
- Define your path to better yourself
- What do you want to accomplish?
- A marathon is a product of individual steps
- If you waste your potential, you let **yourself** down
- What have you already done to get to your goals?
- What will you sacrifice? And what is practical?
- What are good starter goals, to get familiar with the process?

- How will you pace yourself and not sacrifice the wrong things?
- What books could you read to improve this process?
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- You either have “it”, or you don’t. Set the expectation that others should strive to have
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- How will you revise your goals regularly?
- Your decisions **are** your dues
- Ask for permission and sympathy when appropriate
- You do not need your hand held
- Take an English 1 & 2 course (eventually)
- Planning is *key*

2.4 Productivity

Here are some questions to help you maintain productivity in the path you set.

- SMART goals - short term and long term
- Put down the dream-killers — what are they?
- A marathon is a product of individual steps
- Be as productive as possible — get immersed in your job *first*
- What have you already done to get to your goals?
- How can you work with others to help you get to your goals?
- How will you manage your time requirements?
- What are good starter goals, to get familiar with the process?
- What books could you read to improve this process?
- Planning is *key*

2.5 General Ideas

Generally speaking, there are four major categories for the ideas just discussed:

- USMC Related — How I will spend my next four years in the Corps, and how I can change it, and likewise how it could change me.
- Interpersonal — How I could improve my professional and personal relationships with people; work better, be trustworthy, and gain more trust from people (where deserved).
- Personal — How I should decide the value and importance of certain goals; I should be capable of deciding which ones are worth prioritizing over others, whether personal or Corps related.
- Productivity — I should always be trying to improve my workflow and accomplish tasks faster; furthermore, with better planning and decision making from the Personal category, I may improve how I process goals.

3 Analysis

Here, I'll divulge into specific goals after digressing on the value of the statements made in the previous chapter.

3.1 USMC Related

There are some very specific goals I'd like to achieve in my first (and possibly, only) enlistment — some of them for glory, and some cathartic; but overall, I would like to see myself successful in this organization. A lot of it stems from the pride of my family, but a lot comes from myself as well; joining the USMC feels like the best thing I've ever done for myself (on good days... on bad, it feels like the worst).

At any rate, being proud of my uniform and my belonging are fundamental to my presence in the Corps, and I'll need to keep those values strong.

- Reach the rank of Sergeant — My cousin is a Sergeant, but that's not why I want to be one... I feel like it's your *responsibility* as enlisted to reach that rank; to be a *servant* to the Corps (and a valued one, at that).
- Achieve an associates degree in computer science and electrical engineering — I already know so much about these fields, that they should be pretty easy to get. But, they would both be very valuable to my unit, and to myself. Likewise, they can be used in promotion boards, and generally speaking, would set me apart from many others.
- Get jump wings — this might not be possible for me, due to physical (and financial) concerns, but damn it would be cool to wear those on my cammies.
- Earn a volunteer service medal — Although not the most glorious medal to own, 100 hours of volunteer service isn't a lot per-se, but it would make me feel good about myself.

- I want to be well known in my shop and unit — People should recognize me as someone trustworthy, hard working, strong, and admirable. I want people to respect me for where I've come from, and treat me like someone who earned it.
- I should have 3 book reports done every year — I'm already a year behind, so I better play catch-up!
- I should take English 1 & 2 — GySgt Joiner gave us really good advice at the end of MAEMC...I shouldn't pass that by.
- I should have a ledger of impressionable material — not specifically awards or letters of appreciation, but a record of my work done correctly, and more than necessary; the material that distinguishes me from others in my shop, solely from my craft.
- Help others reach my rank — it's my responsibility to pave the path for the next marines coming through my path; I have to give them a way to do so.

4 Conclusion

¡Conclusion here¿

References

- [1] ;Name of the reference here;, <urlhere>
- [2] ;Name of the reference here;, <urlhere>

5 Weekly Goals

5.1 20200420

- ☐ Finish this document
- ☐ Meet everyone in the shop
- ☐ Get your bearings for where everything is located
- ☐ Learn what the current state of affairs is in the shop
 - ☐ What's busted?
 - ☐ What's getting fixed?
 - ☐ GCSS routine?
- ☐ Learn the routine
- ☐ Find out expectations, and adhere to them
- ☐ Find a way to be productive
- ☐ Bring writing material

6 Monthly Goals

6.1 April 2020

- ☐ Get acquainted with Camp Legeune
- ☐ Get some good workouts in
- ☐ Restock on hygiene and cleaning supplies — 20200420
- ☐ Save some money
- ☐ Pay off Puget Sound completely — 20200420
- ☐ Start payments for Cliffs Apartments
- ☐ Learn liberty policies etc.
- ☐ Get 5 sessions at the gym

7 Quarterly Goals

7.1 April — June 2020

- ☐ Be goal and plan oriented, adjust your behavior
- ☐ Focus on being limber and stretching
- ☐ Meditate, and find a religious & spiritual outlet
- ☐ Write your letters
- ☐ Treat your dwelling like a palace
- ☐ Get a Navy Federal account, and plan on getting a credit card
- ☐ Find out about your Legal Zoom payments, and LocalCooking LLC — kill it, it's not needed
- ☐ See the dentist, and the doctor for a checkup
- ☐ Square away your uniforms — get your charlies tailored, and a new barracks cover

8 Yearly Goals

8.1 2020

- ☐ Find some good friends, and maybe a girlfriend
- ☐ Go to the beach, see what's around
- ☐ Get over 280 on a PFT
- ☐ Buy some good boots
- ☐ Get your programming workstation in-order
- ☐ Get some books from home
- ☐ Get some more CLEP exams passed — talk to an education center
- ☐ Finish Leading Marines and the LCpl Seminar
- ☐ Read 3 books on the Commandant's reading list, and write 3 reports
- ☐ Volunteer at least 20 hours