



DEPARTMENT OF THE ARMY
OFFICE OF THE PROVOST MARSHAL GENERAL
2800 ARMY PENTAGON
WASHINGTON, DC 20310-2800

DAPM-CM

July 29, 2024

MEMORANDUM FOR RECORD

SUBJECT: Provost Marshal Sergeant Major: Top Ten

1. Never forget where you started: I have never forgot that I was once a private, and one that wanted outstanding leadership. You must maintain your obligations to our core values and never forget that every action, word, or example you set must be tied to those core values. Our Soldiers deserve it.
2. Your rank is just a piece of cloth: The stripes you wear are carried daily in two places; on your head and chest. What you carry underneath that cloth is most important, your brain and your heart. Apply them appropriately.
3. Lead from a position of love: Leading from a position of love is way more effective than from a position of fear. Yelling is overrated. Positive motivation, praise, and encouragement is key. Care vs Scare...big difference.
4. Legacy vs Legendary: Don't measure your success based on the position or title you have or hold, but rather the success of the ones you lead. A title does not mean you are a leader. It's the positive influence you have on the accomplishments of the ones following you.
5. They know you're in charge: There is no need to remind people of your rank. By doing so, you chip away at your credibility. Just immerse yourself as a team member and instead of reminding them of your rank, ensuring they know you care about them. Commitment over compliance goes a long way in success.
6. Don't focus on the next job: Your success will be measured by the current job you're in. Don't boast about your aspirations for the next position with your team. They need to know your all in performing your current job. They don't need to hear "I probably won't be here long since I'll likely be on the next promotion list/CSL." Be humble, not arrogant. You may not mean it that way, but that's what they will hear.
7. It's a privilege not a right: Don't forget you're not owed anything. When you start feeling you are entitled or have a special privilege because of your rank, you will get yourself in trouble. Self-entitlement is your worst enemy. Just continue to be a good Soldier first.

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8. Words have meaning: What you say, email, or post never goes away. Speak to people from a position of respect not authority. Blasting out an email or reacting when upset never ends well. Will you choose to be careful or careless in your words and actions?

9. It starts with you: Will your rank be about you or will it start with you? Will it be about you being right or the team being right? Making the right choice isn't hard even when it's frustrating.

10. Be a good human first: Leading isn't always easy. But it sure is a lot easier when you're not being a jerk. Success is a team effort. Take the extra time being genuine while treating people as readiness first. That effort is directly tied to their morale and spirit. You alone hold that choice of doing the right thing in the right way.



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U.S. Army Provost Marshal Sergeant Major
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