



This framework provides every member of 4 Div with their left and right of arcs, as well as an aiming point, to enable all to get after our requirement to be ready to respond at the speed of relevance. It is not prescriptive, but rather a guide for action that applies to all regardless of rank, in all contexts (garrison, field, operations) and while on or off duty.

RECONSTITUTION The Canadian Army is rebuilding, specifically with regard to personnel, capability, equipment and training. **SO WHAT?** Everything we do will be viewed through a Reconstitution lens. We need to use it as an opportunity to build and improve.

READINESS
The ability to rapidly deploy and respond to threats and government assigned national security objectives.

SO WHAT?
We have a requirement to be on short notice-to-move status for extended periods of time, and also the requirement to respond quickly to unexpected crises and threats.

WHAT IT MEANS TO ME
What is my individual responsibility? What do I need to do to ensure that I am ready? How do I enable collective and individual readiness?

CULTURE
The ethos and professional attributes that contribute to a common core understanding of the nature of war.

SO WHAT?
Every soldier must understand and embody the values and professional expectations of the CAF.

WHAT IT MEANS TO ME
What can I do to enable a better culture? To improve it? What other aspects of culture do I need to understand?

SAFETY
The prevention and control of injuries and other consequences or harm, physical or mental, caused by deliberate actions, accidents and/or negligence.

SO WHAT?
4 Division soldiers are obligated to follow safe practices and must be empowered at all levels to speak out against unsafe activities when they see them.

WHAT IT MEANS TO ME
Am I in a position to break a chain of events that can lead to an accident or a tragedy? What do I need to do to ensure my teammates are safe, regardless of where we are?

CHARACTERIZED BY:

- VERSATILITY** Ability to do many things (planned) → What new skills can I learn? Who can I teach?
- FLEXIBILITY** Ability to adjust as a situation changes (dynamic) → Am I stuck in the process?
- ADAPTABILITY** Being able to change over time to meet new conditions → Can I adapt to change? How do we stay relevant?



ENABLED BY:

- MISSION COMMAND** Promoting centralized intent with decentralized execution → Have junior leaders been provided all the tools they need to be empowered?
- COMMUNICATION** Sharing of information as fast and wide as possible → Who needs to know? How do I get out information?
- BALANCE** Find the sweet spot between duty, family, self-care → Can I recognize when I am not in a balanced position?

VALUES:
LOYALTY | INTEGRITY | COURAGE
EXCELLENCE | INCLUSION | ACCOUNTABILITY
For more information please see: Trusted to Serve

PROFESSIONAL EXPECTATIONS:
DUTY | ACCEPTING UNLIMITED LIABILITY | FIGHTING SPIRIT
LEADERSHIP | DISCIPLINE | TEAMWORK | READINESS | STEWARDSHIP
For more information please see: Trusted to Serve

