

## *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 just as important. 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.
- Develop intuitive tacticians through significant repetition in realistic training environments.
- Continue to encourage a warfighting ethos and high degrees of initiative and professionalism.