CONCEPTS OF THE CANADIAN ARMY WARRIOR CULTURE

1. A key component of the Canadian Army Integrated Performance Strategy (CAIPS) is the idea of the Warrior Culture. This Annex will define the key components and provide a brief explanation of their importance to the overall culture of the Canadian Army.

2. The Canadian Army Warrior Culture is not an idea that can be taught; it is a way of life and an expectation of comportment that accompanies being a soldier. An individual either is a soldier, or they are not. Consequently, the culture of being a soldier is important and it is essential that every soldier understands exactly what that means. The Canadian Army Warrior culture encompasses three basic components:

   a. Soldiers are strong. Strength is not about physical ability; it is a measure of emotional, social, spiritual, familial, intellectual and physical health and stability. Soldiers who achieve balance and resilience in those six domains will achieve strength.

   b. Soldiers are proud. They are proud to be Canadian, they are proud and humbled to be soldiers, and they are proud to wear the uniform and serve their country.

   c. Soldiers are ready. A soldier has a sense of duty to the greater good of our country without ego or selfishness and is ready to serve our nation in whatever capacity that may be.

3. Nested within these components are the building blocks that explain the Army cultural philosophy and define expectations.

   a. United in Purpose. Regardless of task or mission, all soldiers must clearly understand the intended effects, strategies, goals and objectives and should strive to be part of the team that celebrates success and achievement.

   b. Pride. Soldiers should exude pride that they have been chosen to represent Canada as soldiers in the Canadian Army. As important as is this collective Army ideology, it is equally important that soldiers accept and understand the complimentary perspective of Canadian society. Canada deserves and demands to be proud of her soldiers and it is an individual's duty and responsibility to ensure he/she maintains a high level of comportment and deportment deserving of that pride.
c. Readiness and resilience. The mission of the Canadian Army is to generate combat-effective, multi-purpose land forces to meet Canada’s defence objectives. In almost every instance this will involve risk and hardship. Soldiers should be prepared for, and embrace these opportunities and challenges.

d. Ethics. A healthy ethical climate is fundamental to the Canadian military ethos. It ensures the Army is force generating ethical warriors, it assures the people of Canada that we have the moral fibre, strength and resilience to represent our nation, and it provides the Canadian soldier with the inherent ability to ‘know what right looks like’ and to take action accordingly. Sound ethics also enables Army leaders and soldiers to accept their individual and command responsibilities, to distinguish between right and wrong in extremely challenging circumstances, and to have the courage needed to provide ethical leadership and action.

e. Skill. Soldiers should strive to achieve exceptional levels of competence in everything they do. They should seek knowledge and education at every opportunity and look for opportunities to practice their skills and become experts in the practical application of their expertise especially during operations.

f. Confidence. Soldiers should have confidence in themselves, their peers, their chain of command, and their subordinates. With confidence comes trust and trust is essential to the building of solid teams that are requisite for success in modern operations.

g. Spirit. Soldiers should approach life with intensity, energy, and an overwhelming desire to act and be part of the action. They should have a sense of idealism but moderated by realism and common sense. Soldiers should be optimistic and positive and view friction and issues as opportunity and challenge.

4. All Canadian Army soldiers must understand and embrace this Warrior Culture because it defines who we are, what we are, and the responsibility we accept by becoming soldiers.