



Authors' Note: The authors of this post, @notyourtacofficer and @therecoveringcommander, are mid-career, post company-command officers wallowing in their KD-complete broadening assignment lives and contemplating what's next. Referred to as the, "meme-lords of a generation" by literally no one, their views are their own and do not represent the United States Army, the Department of Defense, or From the Green Notebook.

Many a well-meaning senior leader shares their personal leadership philosophy or a, "how to handle me" letter and while it's important to understand, "how the boss thinks", we feel that many of our leaders fail to understand us as well. Especially in the Profession of Arms, we are duty-bound to obey orders that are legal, moral, and ethical. Yet, as much as leaders say that they want candid feedback, there are "unspoken truths" that are often contradictory to the "unspoken norms". Dr. Lenny Wong demonstrated that the [Army has a problem lying to itself](#) and [this problem persists](#).

We offer these perspectives as the junior military officer audience that [LTC Dominick Edwards sought to reach \(on this same website no less\) in 2016](#). By no means is this a

response or rebuff of his points: the authors of this article were First Lieutenants when LTC Edwards published this piece and could very well have been the ratees he sought to reach. We find many of them to be clear and relatable and with a few more years of service, may find ourselves agreeing with even more. Moreover, sharing your ideas publicly is admirable and we are grateful that leaders such as this consistently give of themselves to the profession. Thank you, Sir. Truly.

Despite claims of open door policies and that “feedback is a gift”, we humbly offer some truths that those you senior rate may hesitate to share with you and a handful of tips to help you understand their perspectives. Here are 16th truths your ratees believe you don’t understand and aren’t willing to risk telling you:

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