



# Marine Fighter Attack Squadron 121

*Established 24 June 1941*

**Mission:** Locate, attack, and destroy surface targets, intercept and destroy enemy aircraft, and provide electronic warfare support to the MAGTF and Joint Force Commander.

## Command Philosophy

The professionalism every Green Knight shows toward their daily tasks, workspaces, and appearance directly reflects our squadron's ability to conduct the mission. We will simultaneously accomplish the mission and take care of every Green Knight and their family. You are a United States Marine, representing a distinguished lineage of warfighters protecting America and its interests. Our time in the Marine Corps and VMFA-121 is **finite**. Make the most of this time by excelling at your job, pick up your buddy when they are down, and **WIN**.

## Keys to Success

**Discipline:** We joined the Marine Corps to be part of something bigger than ourselves. Drill instructors tore down our previous identities and built us into Marines. The foundation of this transformation is service to country and one another. Every Green Knight's ability to show up to work every day ready to fight and WIN is the only way we will succeed. Have the discipline to take care of you and your family's mind, body, and spirit and seek assistance if you need help balancing these factors.

Goals are important to measure achievement and individuals must establish simple, repeatable, and positive behaviors that enable every Green Knight to achieve their individual potential.

**Adherence to Standards:** Seek *Operational Excellence*. Marines are often measured by the outcomes of our actions, but the process and method we take to arrive at an outcome is equally important. A simple and repeatable method to achieve *Operational Excellence* and WINNING outcomes in all you do is strict and ruthless adherence to standards. One successful football coach stated it this way: **"The standard is the standard."** If you don't know the standard, find someone who does or look it up. Help a buddy out and professionally assist or correct anyone not adhering to the standard.

**Accountability:** There is no such thing as "arriving." Up, down, and across the chain of command we will hold each other accountable in addition to holding ourselves accountable. We are not here to achieve "zero-defects", never make mistakes, or worse-case hide or cover-up mistakes. Instead, we will push authority down to the lowest levels, supervise, and learn from honest "mistakes of the mind." *Green Knights will also hold each other accountable when we succeed*, by celebrating our collective and individual achievements.

**This duty is the highest honor of my professional career. I am humbled to continue and carry the Green Knight's righteous and extraordinary legacy with each of you.**

  
*Lieutenant Colonel Zachary K. Everhart*

*Commanding Officer, Marine Fighter Attack Squadron 121*



**NO FLINCH**