

## Notes

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<sup>2</sup> Carl E. Larson and Frank M.J. LaFasto, *Teamwork: What Must Go Right/What Can Go Wrong* (Washington, DC: SAGE Publications, 1989), 27.

<sup>3</sup> Quoted in Viktor Frankl, *Man's Search for Meaning* (Boston: Beacon Press, 2006).

<sup>4</sup> W.F. Cascio, "Changes in Workers, Work, and Organizations," in *Handbook of Psychology*, vol. 12, *Industrial and Organizational Psychology*, ed. W.C. Borman, D.R. Ilgen, and R.J. Klimoski (New York: John Wiley & Sons, 2003), 401–422.

<sup>5</sup> Daniel H. Pink, *Drive: The Surprising Truth About What Motivates Us* (New York: Riverhead Books, 2011).

<sup>6</sup> Catherine Bailey and Adrian Madden, "What Makes Work Meaningful—Or Meaningless," *MIT Sloan Management Review*, June 1, 2016, 53–61.

<sup>7</sup> "Vision, Mission, Values," Defense POW/MIA Accounting Agency, available at <[www.dpaa.mil/About/Vision-Mission-Values/](http://www.dpaa.mil/About/Vision-Mission-Values/)>.

<sup>8</sup> Andrew M. Carton, "'I'm Not Mopping the Floors, I'm Putting a Man on the Moon': How NASA Leaders Enhanced the Meaningfulness of Work by Changing the Meaning of Work," *Administrative Science Quarterly* 63, no. 2 (June 2018), 323–369, available at <<https://doi.org/10.1177/0001839217713748>>.

<sup>9</sup> Edwin A. Locke and Gary P. Latham, "New Directions in Goal-Setting Theory," *Current Directions in Psychological Science* 15, no. 5 (2006), 265–268, available at <<http://doi.org/10.1111/j.1467-8721.2006.00449.x>>.

<sup>10</sup> Yizhak Fried and Gerald R. Ferris, "The Validity of the Job Characteristics Model: A Review and Meta-Analysis," *Personnel Psychology* 40, no. 2 (June 1987), 287–322.

<sup>11</sup> Erik Gonzalez-Mulé et al., "Channeled Autonomy: The Joint Effects of Autonomy and Feedback on Team Performance Through Organizational Goal Clarity," *Journal of Management* 42, no. 7 (November 2016), 2018–2033, available at <<https://doi.org/10.1177/0149206314535443>>.

<sup>12</sup> Judith L. Komaki, *Leadership from an Operant Perspective* (London: Routledge, 1998).

<sup>13</sup> Joint Publication 3-0, *Joint Operations* (Washington, DC: The Joint Staff, October 22, 2018), 7.

## Joint Publications (JPs) Under Revision (to be signed within 6 months)

JP 1-0, *Personnel Support*

JP 2-0, *Joint Intelligence*

JP 3-0, *Joint Operations*

JP 3-03, *Joint Interdiction*

JP 3-36, *Joint Air Mobility and Sealift Operations*

JP X-XX, *Information*

## JPs Revised (signed within last 6 months)

JP 1, *Doctrine for the Armed Forces of the United States, Vols. 1 and 2*

JP 3-05, *Special Operations*

JP 3-26, *Combating Terrorism*

JP 3-72, *Joint Nuclear Operations*

JP 3-85, *Joint Electromagnetic Spectrum Operations*

JP 5-0, *Joint Planning*

<sup>14</sup> Stephen L. Davis and William W. Casey, "A Model of Air Force Squadron Vitality," *Air & Space Power Journal* 32, no. 4 (Winter 2018), available at <[www.airuniversity.af.edu/Portals/10/ASPJ/journals/Volume-32\\_Issue-4/SLP-Davis\\_Casey.pdf](http://www.airuniversity.af.edu/Portals/10/ASPJ/journals/Volume-32_Issue-4/SLP-Davis_Casey.pdf)>; Stephen L. Davis et al., *Improving Air Force Squadrons—Recommendations for Vitality: Report to the Chief of Staff of the United States Air Force* (Washington, DC: Headquarters Department of the Air Force, 2018), 46.

<sup>15</sup> John M. Doyle, "'Compliant' Doesn't Mean Secure, Navy CIO Says," *Seapower Magazine*, January 24, 2020, available at <<https://seapowermagazine.org/compliant-doesnt-mean-secure-navy-cio-says/>>.

<sup>16</sup> David Barno and Nora Bensahel, "Three Things the Army Chief of Staff Wants You to Know," *War on the Rocks*, May 23, 2017, available at <<https://warontherocks.com/2017/05/three-things-the-army-chief-of-staff-wants-you-to-know/>>.

<sup>17</sup> Darrell Frawley, "Mission Command in Garrison," in *Mission Command: The Who, What, Where, When and Why: An Anthology*, ed. Donald Vandergriff and Stephen Webber (CreateSpace Independent Publishing Platform, 2017), 121.

<sup>18</sup> Davis et al., *Improving Air Force Squadrons*.

<sup>19</sup> Gregory Bateson, *Steps to an Ecology of Mind: Collected Essays in Anthropology, Psychiatry, Evolution, and Epistemology* (Chicago: University of Chicago Press, 2000).

<sup>20</sup> Adam M. Grant, "Leading with Meaning: Beneficiary Contact, Prosocial Impact, and

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<sup>21</sup> Davis et al., *Improving Air Force Squadrons*, 60.

<sup>22</sup> Gonzalez-Mulé et al., "Channeled Autonomy."