

44. Know Your People (1:34)

The better you know your people – how similar or a lot more knowledgeable than you know - that's why it's good to know your people fairly well and to talk to them a little bit because some of them can really be helpful a lot more so than just routinely being helpful. We have sharp people in the Coast Guard. I mean it's just amazing.

Can you ask too many questions of somebody? I suppose you could if you have an honest relationship with people. They can just say, "I don't think I want to answer that sir." They can just know they have a right not to answer. I'm just trying to get acquainted. I want to know what you know - what you've got to offer - what you what from the Coast Guard here.

My job is to get as much out of the people that we have working for us as we can get and not taken advantage. I need to know what your capabilities are so therefore I will ask you a lot of questions. We're at a training command. I said everything that I know that would be beneficial to you I should pass on to you and I would like to have you do the same thing to me- everything you know that would be beneficial to me I'd like to get that while we're here together. We're here to learn to do stuff. Let's learn as much as we can while we're together

That's my little two or three minute speech.

Related Primary Leadership Principles

Accountability	Expectations
Active Listening	Feedback
Attitude	Field Presence
Connectivity	Information
Continual Learning	Intellectual Abilities
Courage	Responsibility
Drive to Achieve	Team-Building
Effective Use of Resource	Training