

24. Caring For Your People Must Be A Practice (2:37)

You know caring. You got to care about your people. Some people just fake it. Yeah, yeah - I care about you. Now that doesn't mean they do care about you. I said it. Does that mean I mean it? No, it may not mean I mean it either.

You say I care about you - that doesn't mean a thing if they don't demonstrate it. I know caring is a practice we should all have. Caring as a sincere practice should be part of our normal being as far as I'm concerned. Being sympathetic to their problems and so forth - that's the caring for people. In other words, if they have family problems or they have their own mental problems or academic problems or whatever their difficulties are - get to know about them and be helpful to them in solving some of their problems. That's being caring for people.

I'm caring for people as far as I'm concerned. Mom used to say if they're on your base, they belong to us. You know, it's our job. They put you here to run and be the Commanding Officer. These people are depending on you doing a good job and that means take care of the base and the base requirements.

What we need to do as far as doing what the base needs to be done but it also means taking care of the people. If they need to be trained, you train them. If they need to be disciplined, you discipline them. They need to be touted, congratulated and shown appreciation for all the good work they do. They need that too. They really need that - you've got to do that in spades.

That's one of the reasons that Chief Ferral and I spent many many many hours wandering the base. If people used to think I was going out to find out things that the people were doing wrong - NO! I was going out to find out what the people were doing right so I could brag about what they did. If some seaman was down in the boat yard and he decided the boat needed to be painted and he was painting it then I want to give him credit. That was his idea. It didn't come from a senior to go paint the boat. He decided the boat needed to be painted so he asked for an okay to paint the boat and he painted it.

Related Primary Leadership Principles

Capacity to Care	Field Presence	Credibility
Information	Effective Use of Resources	Military Core Values
Example	Political Savvy	Expectations
Recognition	Feedback	Spirituality
Stress		