

Young Mountain Goats

Mountain goats live in a precarious environment. One wrong move and they can fall to their deaths. Young mountain goats can be in special danger because of their playfulness.

Douglas Chadwick, writing in *National Geographic*, observes that the kids of mountain goats are “born to romp – and leap, twist, skip and prance.” (Sounds like some other kids I have known.)

Chadwick continued: “High spirits and wandering attention can be fatal for young goats. Fortunately, nannies dote on their offspring, tending them from the downhill side to block their falls.”



What a beautiful image for how we should develop new associates and train young leaders in Life Care, Century Park and Life Care at Home.

Naturally, people do make mistakes, and they will stumble and fall on occasion. So we must tend them from the downhill side, ready to block them when they fall or assist them when they do.

Tending from the downhill side means ...

- Staying in regular communication.
- Showing how the job should be done and sharing expectations.
- Investing time – and the practice will produce dividends.
- Setting the example.
- Challenging them as they move from one responsibility to the next.
- Demonstrating that you care about them and their success.

Watching those for whom we are responsible grow in their professions brings great personal satisfaction.

– Beecher Hunter