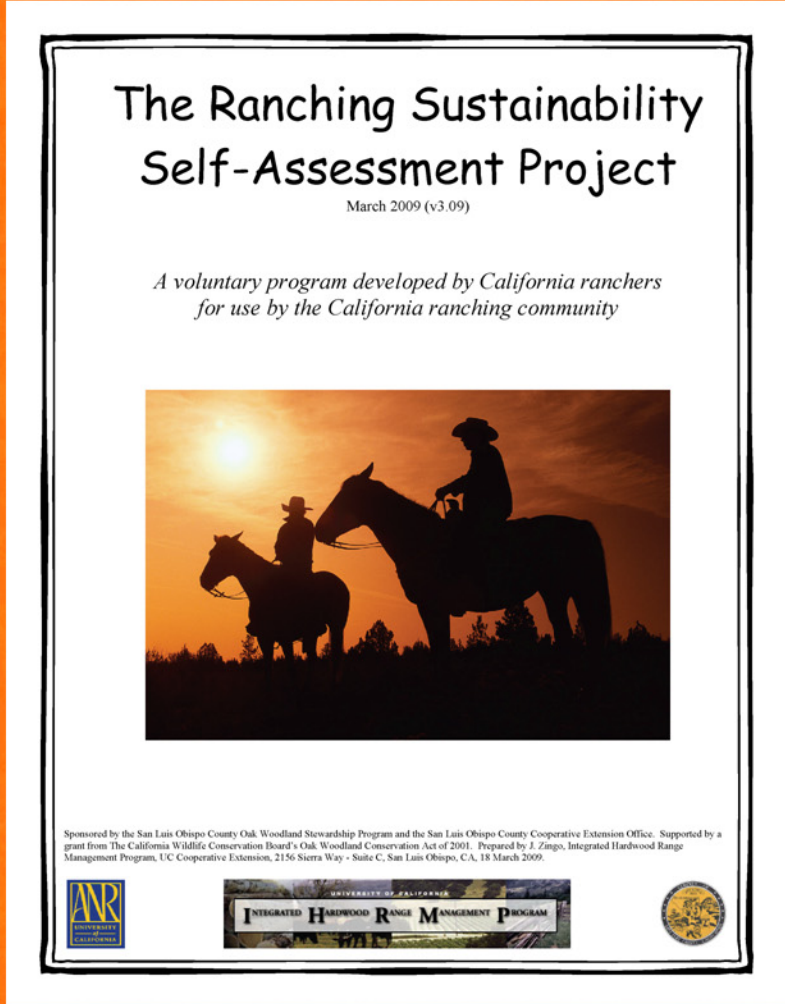


# Ranching Sustainability Analysis

## Social



*"The most important single ingredient in the formula of success is knowing how to get along with people."*  
 – THEODORE ROOSEVELT



### Category: People Management

*Do you provide and attend educational opportunities?*



**Score = 1**

- For example, attended 1 out of 10 possible learning events



**Score = 6**

- For example, attended 6 out of 10 possible workshops, meetings, or field days

- Benefits:**
- Lifelong learning
  - Make connections with colleagues and professionals
  - Build diversity with your relationships

*"Do what you can, with what you have, where you are."*

*"Big jobs usually go to the men who prove their ability to outgrow small ones."*

– THEODORE ROOSEVELT



### Category: People Management

*Have you established written goals for ranch and family?*



**Score = 0**

- No written goals



**Score = 9**

- Established goals
- Regular family meetings
- Review and update goals

- Benefits:**
- Every member of your operation works toward the same goals, and not at cross-purposes
  - Keep track of your progress
  - Improve family relations

*"Great thoughts speak only to the thoughtful mind, but great actions speak to all mankind."* – THEODORE ROOSEVELT

**This question is asked in every category!**

*Is there some aspect of your <operation> that you could change to improve the social, economic, or natural resources of your practices?*

For example, I might ask my spouse the question "How would you rate our relationship on a scale of 1 – 10?" If the answer is less than 10, then I would ask "How can we improve?" A "perfect 10" might be unattainable, but the efforts to improve can lead us ever closer to our goals. The process might be as important as the results.

REGULATIONS AND REGULATORS  
 To learn and stay ahead of the latest developments is crucial to successful ranching. Careful compliance with regulations will help landowners avoid conflict with regulators and may help reduce the imposition of additional regulations. In addition, the intent behind most regulations makes compliance in the best long-term interest of the landowner.

Rate

PEOPLE MANAGEMENT  
 You can enhance your operations via thoughtful management of all employees, contractors, suppliers, regulators, visitors, purchasers of your products, and consumers. Compliance with federal and state employment laws, including postings, safety meetings and procedures, training, and other worker protection measures, are important to avoid legal conflicts, injury to your workers, and the resulting adverse effects on your productivity. Providing a healthy and pleasant work environment with opportunities for personal and career growth will improve worker productivity and retention, saving ranchers time and money. Maintaining a good relationship with those who provide outside services to the ranch will help promote your products and retain customers. Healthy family relationships also foster satisfaction with the ranching lifestyle and continuity of land ownership.

Rate your practices on a scale of 0-10 (poor to excellent), n/a = not applicable

POSITIVE POINTS QUESTIONS	Rate	Score
Do you provide safety talks at least annually, e.g., on proper handling of herbicides, vaccines, medication, and other chemicals?		
Do you send your employees to relevant courses in their native language at least annually?		
Do you provide other educational opportunities for employees, yourself, and your family to improve, advance, and increase their contributions to your organization?		
Are you active in any trade organizations or other collaborative groups?		
Have you and your family established written goals for the ranch, and are your goals clearly defined and inclusive of everyone in your operation?		
How would you rank the quality of communication within your organization as it relates to advancing the common good?		
Do you have a workable succession and estate plan in place?		
How do you rate the creativity of your operation?		
Are you willing to change the way you look at things to better achieve long-term goals?		
Do you have a written checklist (e.g., like pilots use before each flight) that provides guidelines to assure that your decisions will look your operation towards sustainability?		
Is there some aspect of your people management that you could change to improve the social, economic, or natural resources of your practices?		
Write your Action Item here:		
If you've completed this evaluation previously, how well did you accomplish the action item you identified?		
Total Score		
# Questions Scored		
Average Score		

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