

Edgar’s First Job

A Paper Route Story

BY MICHAEL R. FRAZIER

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Written by Michael R. Frazier

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Peak Employment Solutions
308 Eighth Street, Augusta, Georgia 30901
peakaugusta.com



BEFORE DAY 1

A Job for an Eagle

Edgar the Eagle · brand-new on the job



Every morning, before the sun was even thinking about waking up, Edgar the Eagle stretched his wings on the tallest branch of his tree and looked out over the sleepy little valley.

Edgar had just gotten old enough for his very first job, and he wanted one more than anything in the whole wide sky. He had flapped around the valley all week looking. The bakery needed someone too early. The sawmill was too noisy. The fish market was far too wet.

Then, on the nest-board in the middle of town, he spotted a notice that made his feathers tingle:

NOW HIRING: EARLY BIRD

Deliver the Nest Gazette before sunrise.
Must be reliable. Must be wing-ing it with a smile.

Hired on the Spot



Edgar read it twice. Then he read it a third time, because that is what you do when you are excited and a tiny bit nervous at the same time.

He flew straight to Peak Augusta, where friendly people matched him with the job. “You’re hired,” said the boss, handing him a leather satchel with a shiny brass buckle. “It’s called the Early Bird Route. Nineteen houses, six days, and you start at five o’clock tomorrow morning.”

“I’m a natural,” said Edgar, puffing out his chest. “Talon-ted, even.”

The boss smiled. “Don’t get your feathers ruffled, kid. Six days. Six lessons. Let’s see what you’re made of.”

That night Edgar packed his satchel, set three alarm clocks, and did not sleep a single wink.



DAY 1 OF 6 | OWNERSHIP

The Splash

with Ox, loading-dock foreman



At 4:55 the next morning, the loading dock was dark and smelled like fresh ink. Ox, the foreman, was the biggest, calmest fellow in the valley. He loaded a tall stack of Nest Gazettes into Edgar’s satchel and tipped his cap.

“Stay on the route, kid,” Ox rumbled.

Edgar took off into the dark. The first house belonged to Old Mr. Talon, at the end of Pine Street. Edgar swooped, wound up, and threw his very first paper with all his might.

It was a great throw. It was also a terrible throw. The Gazette sailed over the fence, bounced off the mailbox, and landed with a giant SPLASH in the middle of Mr. Talon’s pond.

Edgar froze. The paper floated there, soggy and sad. Nobody had seen it. The wind could take the blame. He could fly away fast and never say a word.



But Edgar's stomach felt like it was full of rocks. So he fluttered down, fished the paper out, wrung it as dry as he could, and knocked on the door. "Mr. Talon," he said, "that was my throw. I'm sorry. Let me bring you a fresh one."

Mr. Talon chuckled. "Son, I've had worse mornings. Thank you for telling me."

Back at the dock, Ox didn't say a word. He just nodded, the way big, calm folks do when someone has carried something heavy.

What Edgar Learned

Edgar could have blamed the wind. Instead he picked up his mistake like a heavy bag and set it right. That is what ownership means: carrying the burden instead of passing the blame. When you make it right, people trust you more, not less.

CORNY CORNER

Why did the newspaper go swimming? It wanted to make a big splash on the front page!

THINK ABOUT IT

Has something ever gone wrong that you could have blamed on someone else? What did you do?



DAY 2 OF 6 | INITIATIVE

The Twentieth House

with Fox, route scout



On Day 2, Edgar was faster. He knew the lanes now, and he zipped from porch to porch with the route sheet clutched in his talons. Nineteen houses. Nineteen papers. Nineteen thumps on nineteen porches.

But at the very end of Maple Lane, past the last house on the sheet, Edgar noticed a twentieth. It was a tiny house with the porch light still glowing and an old eagle waving from the window.

“Young fella!” the old eagle called. “Do you have a paper? My grandkids put me on one of those computer things. I click and I click and all I get is a spinning circle. I just want my paper.”

Edgar blinked. Paper? Who still wants paper? Then it hit him. Some eagles never learned the computer, and there was nobody else to bring them the news.



The hedge rustled, and out popped Fox, the route scout, quick and sharp-eyed. “He’s not on your sheet, kid,” said Fox. “Your call.”

Edgar thought for exactly one second. He handed Mr. Pennyfeather the paper, wrote “20. Mr. Pennyfeather, 9 Maple Lane” at the bottom of his route sheet, and flew straight to the boss to tell her, so the list would be right for tomorrow.

“Nobody told you to do that,” said Fox, grinning.

“Exactly,” said Edgar.

What Edgar Learned

Edgar did not wait for someone to hand him instructions. He saw what needed doing, did it, and told the right person. That is what initiative means: moving without waiting to be told. A list tells you where to start, not where to stop.

CORNY CORNER

Why is Fox the best scout in the valley? He always gets the scoop!

THINK ABOUT IT

What is something you noticed needed doing today? Did you do it before anyone asked?



DAY 3 OF 6 | FOLLOW-THROUGH

The Rainy Hill

with Beaver, printing-press builder



Day 3 began with rain, the sideways kind that finds its way under every single feather. Beaver, who kept the old printing press rumbling all night, hollered over the downpour as he loaded Edgar's satchel.

"The press did its part, kid!" Beaver yelled. "Now you do yours!"

Edgar delivered the first four houses in a flash. But by then his feathers were soggy, his satchel was heavy, and the last two houses were the farthest, way up a steep and muddy hill.

Nobody would ever know if he skipped them. The rain was loud. His warm, dry nest was calling his name.



Then Edgar remembered what Beaver always said: “Every leak starts as one little gap.” Two neighbors were up that hill, waiting for the news.

So Edgar climbed. He slipped, he slid, and he knocked on two doors with a very wet wing. Mrs. Dunlin and Mr. Kestrel each got a paper, and each said thank you.

Back at the dock, Beaver slapped his big flat tail on the boards. “Six for six,” he said. “Now THAT is follow-through.”

What Edgar Learned

Finishing is the hard part, especially when nobody is checking. Skipped jobs wear away trust quietly, like a small leak in a dam. Follow-through means finishing what you started, even when it is muddy, wet, and inconvenient.

CORNY CORNER

Why does Beaver never quit a job? He’s always gnawing at it!

THINK ABOUT IT

What is something you almost skipped but finished anyway? How did it feel afterward?



DAY 4 OF 6 | INTEREST

The New Customer

with Owl, editor of the nest gazette



On Day 4, the Nest Gazette office buzzed with ink and ideas. Owl, the editor, peered at Edgar over glasses perched on the very tip of her beak.

“A new customer just moved onto your route,” she said. “Mrs. Ridgewing, up on Cedar Lane. She will be at her door in a minute. What will you say?”

Edgar had practiced. “I am a hard worker and a team player,” he said in his best grown-up voice. “I am very detail-oriented.”

Owl blinked slowly. “That sounds like something you memorized, dear.”

“Mrs. Ridgewing doesn’t need to hear how great you are,” Owl went on. “She wants to know that you care about her. Ask her a real question, one you truly want the answer to.”



Edgar thought hard. What did he honestly want to know? At the door he asked, “What do you like to read first in the Gazette? I’ll put it on top for you.”

Mrs. Ridgewing’s face lit up. “The crossword!” she said. “Nobody has ever asked me that!” She told him about her crossword, her cat, and her tomato garden, and Edgar learned more in five minutes than he had in five days.

Owl hooted softly when he got back. “A real question, because you really wanted to know. That’s interest.”

What Edgar Learned

Interest means real curiosity about people and the work, not memorized lines. Rehearsed answers sound the same as everyone else’s. A real question, asked because you truly want to know, makes someone feel noticed.

CORNY CORNER

Who gives the best advice? An owl, because she always asks “Who?”

THINK ABOUT IT

What is a real question you could ask someone this week to learn something new about them?



DAY 5 OF 6 | PRESENCE

The Note

with Heron, crossing guard



On Day 5, Edgar flew the river road with his mind a hundred miles away. He thought about lunch. He thought about the weekend. He wondered whether snow tastes like anything. He thought about everything except his route.

He tossed one paper at a mailbox without looking, and he flew right past the next house.

At the corner stood Heron, the crossing guard, as still as a statue. “You missed a house yesterday,” she said softly. “Come stand with me. Let’s practice paying attention.”

She held up a note from a customer. “Read it carefully. I will take it away in four seconds.”



Edgar read: “Number 47. Please leave the paper on the green porch. Do not ring the bell. The baby is sleeping.”

Heron tucked the note away. “What did it say?” For the first time all week, Edgar could answer every question, the number, the porch, and the bell, because for four whole seconds he had been nowhere else but right there.

That afternoon he left the paper on the green porch at number 47 without making a sound. “You didn’t have to be loud, Edgar,” said Heron. “You only had to be here.”

What Edgar Learned

Presence means giving your full attention to what is right in front of you. You do not have to be the loudest or the fastest. You only have to be the most here. Small details, like a green porch or a sleeping baby, matter to real people.

CORNY CORNER

Heron’s secret? Stand still, look closely, and don’t get distracted by every little fish.

THINK ABOUT IT

When were you last fully paying attention to someone? What did you notice that you might have missed?



DAY 6 OF 6 | FEAR

Mr. Gruff’s Porch

with Rabbit, fellow paper carrier



On Day 6, Rabbit zipped past Edgar with an armful of papers. “Busy, busy, busy!” he squeaked.

Edgar suddenly noticed he had been busy too. He had re-folded every paper twice. He had re-counted the satchel three times. He had re-checked the route sheet until the corners went soft.

There was a reason, and it lived at the end of Hickory Street: Mr. Gruff’s porch. Everyone said Mr. Gruff yelled. All week Edgar had tossed that paper at the curb from high in the air and zoomed away, telling himself it was faster that way. His feathers prickled just thinking about walking up to that door.

Rabbit landed beside him, ears drooping. “Between you and me,” he whispered, “I’ve been busy all week for the very same reason.”



“Busy can be a hiding place,” Edgar realized. He took a deep breath, landed on Mr. Gruff’s porch, and knocked three times.

The door creaked open. Mr. Gruff squinted at him, and Edgar braced for the yelling. Instead, Mr. Gruff grumbled, “Finally. Somebody who brings it to the door. My knees haven’t liked that curb all week.”

That was it. No yelling at all. Edgar’s feathers felt smooth again, and Rabbit’s ears popped straight up.

What Edgar Learned

Fear loves to disguise itself as being busy. Real courage is doing the thing you have been avoiding, even when your feathers feel prickly. Most of the time, the scary porch turns out to be just a porch.

CORNY CORNER

What do you call a brave rabbit? A hare-oic hero!

THINK ABOUT IT

What is something you have been putting off because it feels scary? What is one small step you could take?

SATURDAY MORNING

Payday



On Saturday morning, the boss called Edgar into the office. Outside, the sun was just peeking over the rooftops, and the whole valley smelled like fresh ink and warm bread.

On the desk sat a small envelope with Edgar’s name on it. Inside were his very first wages, and a folded note.

Edgar unfolded it slowly. In the doorway, Ox, Fox, Beaver, Owl, Heron, and Rabbit were all pretending not to watch.



The note said:

> **“You carried it. You started it. You finished it. You wondered. You noticed. You knocked. That is worth more than any paycheck.”**

Edgar read it twice. Then he read it a third time. His cheeks felt warm, and he did not know eagles could blush.

“Well?” said the boss. “Six days. Six lessons. What did you think?”

Edgar smiled the biggest smile of his whole life. “Same time Monday?” he asked.

And at five o’clock on Monday morning, a young eagle with a leather satchel and a very big heart lifted off into the dark, with nineteen papers, a twentieth house, and a brand-new way of doing every job.

The End.

EDGAR'S SIX FEATHERS

What Edgar Earned

Six days on the route gave Edgar six feathers. Each one is a habit that helps on every job and in every kind of life.



CARRY

OWNERSHIP

Carry the load. Don't pass the blame.



START

INITIATIVE

See what needs doing and begin.



FINISH

FOLLOW-THROUGH

Finish what you start, even in the rain.



WONDER

INTEREST

Ask real questions and mean them.



NOTICE

PRESENCE

Be fully here, right where you are.



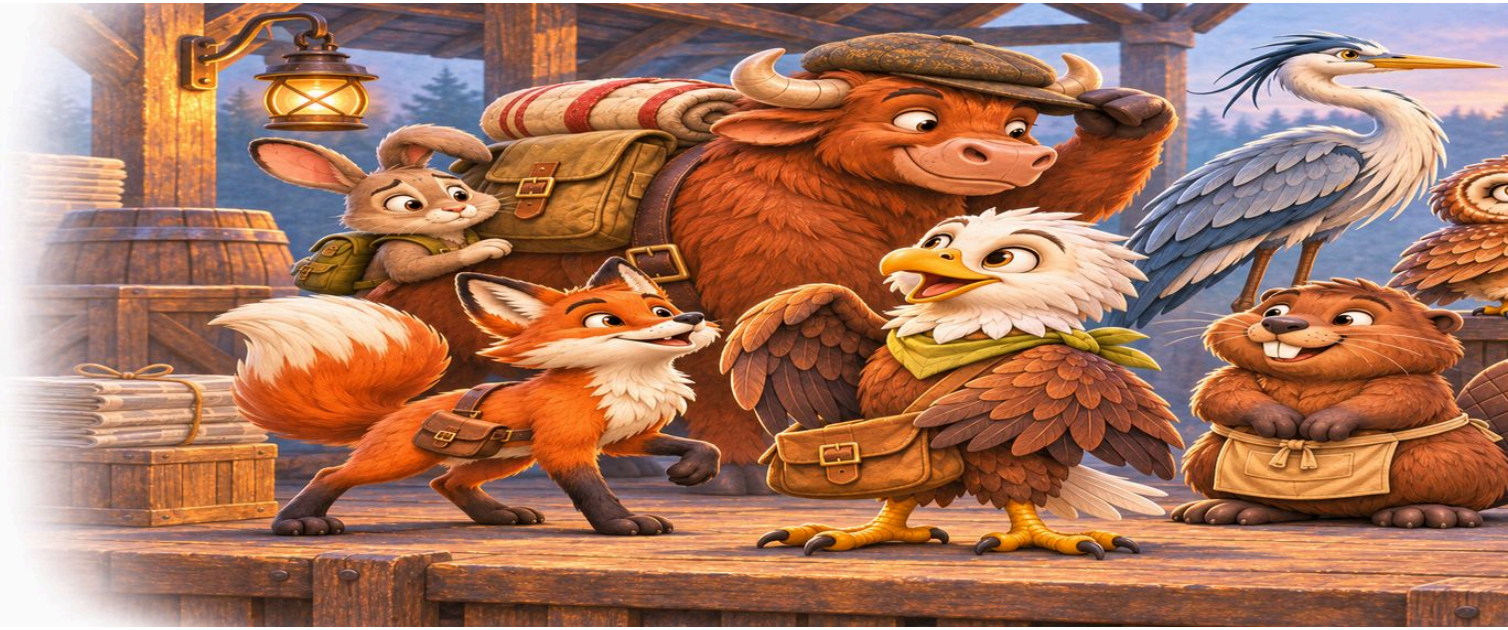
KNOCK

FEAR

Knock on the scary door anyway.

THE CAST

Meet the Trail Guides





Edgar the Eagle
The young eagle on his first job



Ox
Loading-dock foreman



Fox
Route scout



Beaver
Printing-press builder



Owl
Editor of the Nest Gazette



Heron
Crossing guard



Rabbit
Fellow paper carrier

Every guide on the Early Bird Route taught Edgar something. Which one would you want to work beside?

FOR GROWN-UPS

Talk About It

Stories open doors for conversation. After you read, try one of these questions. There are no wrong answers. The best conversations start with a grown-up sharing a story of their own first.

Ownership: When did you last make something right without being asked?

Initiative: What is something you noticed needed doing, and did you do it before anyone asked?

Follow-Through: What did you finish this week that you almost skipped?

Interest: What is a real question you could ask someone to learn something new about them?

Presence: What did you really notice on the way to school or work today?

Fear: What have you been putting off because it feels scary, and what is one small step?



NOW IT'S YOUR TURN

Walk the Route Yourself

Edgar's story is also a game! Help him through all six workdays, make the same choices he had to make, and see what happens.

1. Open the page below on a phone, tablet, or computer.
2. Help Edgar through six workdays and earn six feathers.
3. Type your first name and get your Certificate of Accomplishment and Young Eagles badge.
4. Turn the page for coloring, a maze, and a code puzzle!

peakaugusta.com/young-eagles

Free to play. Nothing is collected from children.

ABOUT THIS BOOK

Six Habits, One Eagle

Edgar’s six days are built on six qualities that show up in every job and in every life: Ownership, Initiative, Follow-Through, Interest, Presence, and the courage to face Fear. Together they make up The Six Unmeasurables™, the heart of the work we do with people and employers.

Nobody can hand you these on a certificate. You build them one small choice at a time: the pond, the twentieth house, the rainy hill, the new customer, the note, and the scary porch.

Edgar’s First Job is published by Peak Employment Solutions in Augusta, Georgia, where we help people find good work and help employers find good people. We hope Edgar’s story helps a young reader take a first step toward both.

About the Author

Michael R. Frazier is the founder and CEO of Peak Employment Solutions in Augusta, Georgia, and the creator of The Six Unmeasurables™. He wrote Edgar’s First Job to help young readers take a first step toward good work.

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YOUNG EAGLES | THE EARLY BIRD ROUTE

EDGAR'S FEATHER QUEST

Color the team. Find six words. Practice the Six Unmeasurables.

Name: _____ **Date:** _____



FIND YOUR SIX FEATHERS

Find the bold words. Words go across or down. No backward words!

O	C	A	R	R	Y	I	L	F	O
K	Z	U	S	D	F	Y	C	S	B
P	W	P	I	E	J	L	D	T	V
T	O	N	O	T	I	C	E	A	I
K	N	R	G	C	U	G	X	R	C
N	D	B	P	V	U	K	C	T	D
O	E	L	N	U	H	I	J	Y	P
C	R	O	F	I	N	I	S	H	W
K	O	V	E	X	W	W	G	F	F
N	L	F	P	P	Z	Z	G	W	N

CARRY · Ox
Ownership
Own mistakes. Make things right.

START · Fox
Initiative
Start a helpful task.

FINISH · Beaver
Follow-Through
Finish what you start.

WONDER · Owl
Interest
Ask a real question.

NOTICE · Heron
Presence
Give your full attention.

KNOCK · Rabbit
Fear
Take a brave first step.

Color a feather after you find its word. Choose one habit to practice today.

MY NEXT STEP: _____

Play the adventure: peakaugusta.com/young-eagles

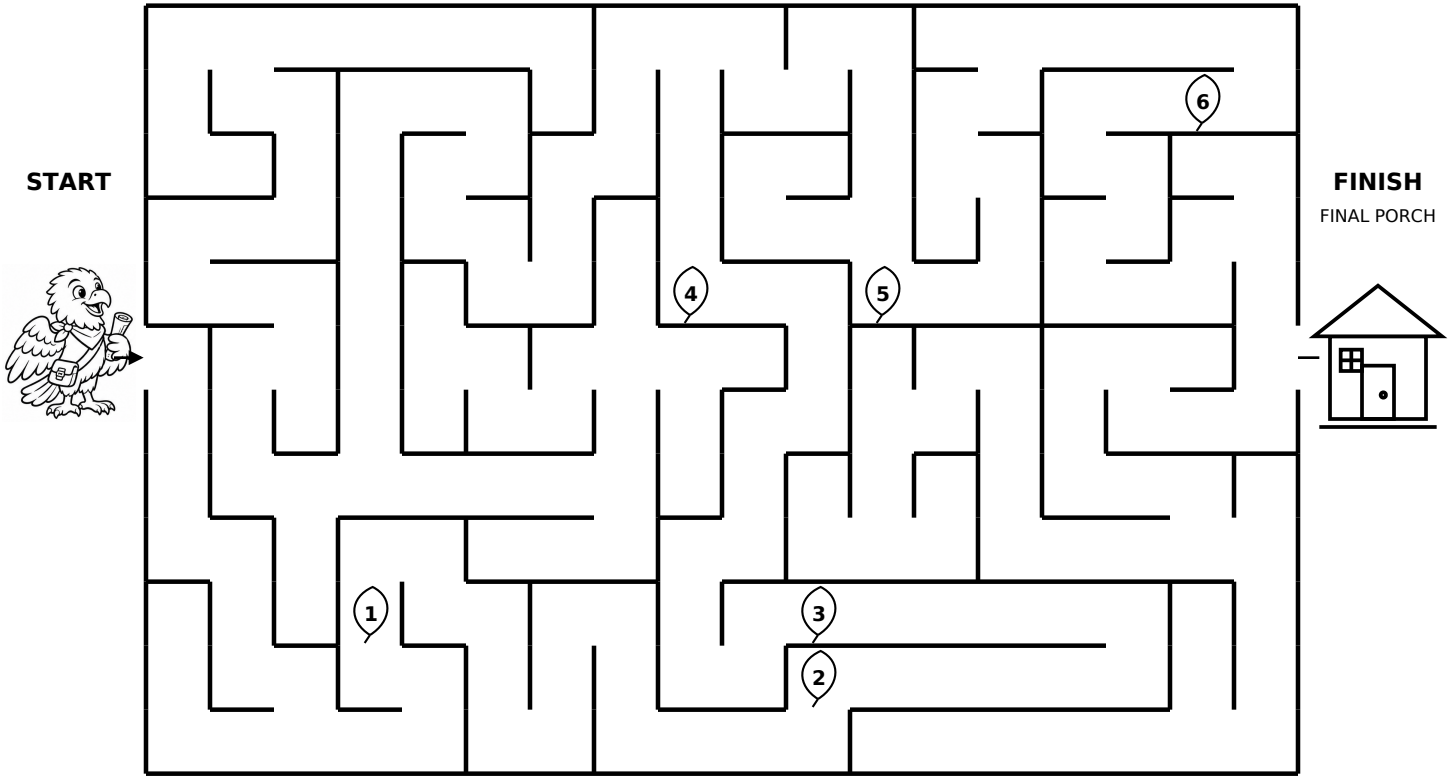
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FINISH THE ROUTE

Help Edgar complete his very last newspaper delivery.

Name: _____ **Date:** _____

Start with Edgar. Stay between the walls and visit feathers 1-6 in order.
Then color the feathers. Finish what you start!



1. Ownership / Ox
CARRY: Own it. Make it right.

2. Initiative / Fox
START: Begin a helpful task.

3. Follow-Through / Beaver
FINISH: Finish what you start.

4. Interest / Owl
WONDER: Ask a real question.

5. Presence / Heron
NOTICE: Give your full attention.

6. Fear / Rabbit
KNOCK: Take a brave first step.

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CRACK THE GUIDE CODE



Match each good choice to a guide. Write the guide's letter in the box.

Name: _____ **Date:** _____



Owl
Interest
R CODE LETTER



Ox
Ownership
S CODE LETTER



Rabbit
Fear
D CODE LETTER



Heron
Presence
E CODE LETTER



Beaver
Follow-Through
A CODE LETTER



Fox
Initiative
O CODE LETTER

WHICH GUIDE WOULD CHEER FOR THIS CHOICE?

☐ **1.** Your crayons spill. You admit it and clean up the mess.

☐ **2.** You notice a chair out of place and put it back before anyone asks.

☐ **3.** The puzzle gets tricky. You keep going until the last piece is in.

☐ **4.** A new classmate arrives. You ask what they enjoy doing.

☐ **5.** Your friend is talking. You stop what you are doing and listen.

☐ **6.** You feel nervous about joining a game, but take a brave first step.

Copy your six answers in order. What did Edgar do?

EDGAR ☐☐☐☐☐☐ **!** Color your guides, too!

The Six Unmeasurables™ | © Peak Employment Solutions

YOUR TURN TO CREATE

Draw Edgar's Next Job

Edgar did so well that someone has offered him a brand-new job. What is it? Draw it below. What does Edgar carry? Who does he meet? Which guide helps him?

DRAW HERE

Edgar's new job is _____

The guide who helps him is _____

The habit he practices is _____

SHOW US!

Share Your Colors

We would love to see your coloring, your maze, and your drawings. When you finish, ask a grown-up to take a photo or scan the pages and send them to us:

mike@peaktcs.com

or mail it to
Peak Employment Solutions
308 Eighth Street, Augusta, Georgia 30901

Please add your first name, and a mailing address if you would like a letter back from Mike and Edgar. We may display your artwork at our office and share it online with your first name only. By sending a picture, a grown-up is saying that is okay.

Want more adventures, new books, and newsletters for families? Grown-ups can join the Young Eagles list at peakaugusta.com/young-eagles.



FEATHER QUEST: ANSWER KEY

For a grown-up. Print the activity page separately for your young eagle.

WORD SEARCH SOLUTION

Rows run top to bottom. Columns run left to right.

	1	2	3	4	5	6	7	8	9	10
1	O	C	A	R	R	Y	I	L	F	O
2	K	Z	U	S	D	F	Y	C	S	B
3	P	W	P	I	E	J	L	D	T	V
4	T	O	N	O	T	I	C	E	A	I
5	K	N	R	G	C	U	G	X	R	C
6	N	D	B	P	V	U	K	C	T	D
7	O	E	L	N	U	H	I	J	Y	P
8	C	R	O	F	I	N	I	S	H	W
9	K	O	V	E	X	W	W	G	F	F
10	N	L	F	P	P	Z	Z	G	W	N

CARRY
Ox | Ownership
Row 1, columns 2-6

START
Fox | Initiative
Column 9, rows 2-6

FINISH
Beaver | Follow-Through
Row 8, columns 4-9

WONDER
Owl | Interest
Column 2, rows 3-8

NOTICE
Heron | Presence
Row 4, columns 3-8

KNOCK
Rabbit | Fear
Column 1, rows 5-9

TURN THE WORDS INTO ACTION

Ownership / Ox	What could you do to make a mistake right?
Initiative / Fox	What helpful task could you begin on your own?
Follow-Through / Beaver	What have you started that you can finish today?
Interest / Owl	What real question would you like to ask someone?
Presence / Heron	What do you notice when you give your full attention?
Fear / Rabbit	What safe, brave first step could you take today?

Encourage effort, curiosity, and trying again. The coloring choices are open-ended.

Play the adventure: peakaugusta.com/young-eagles

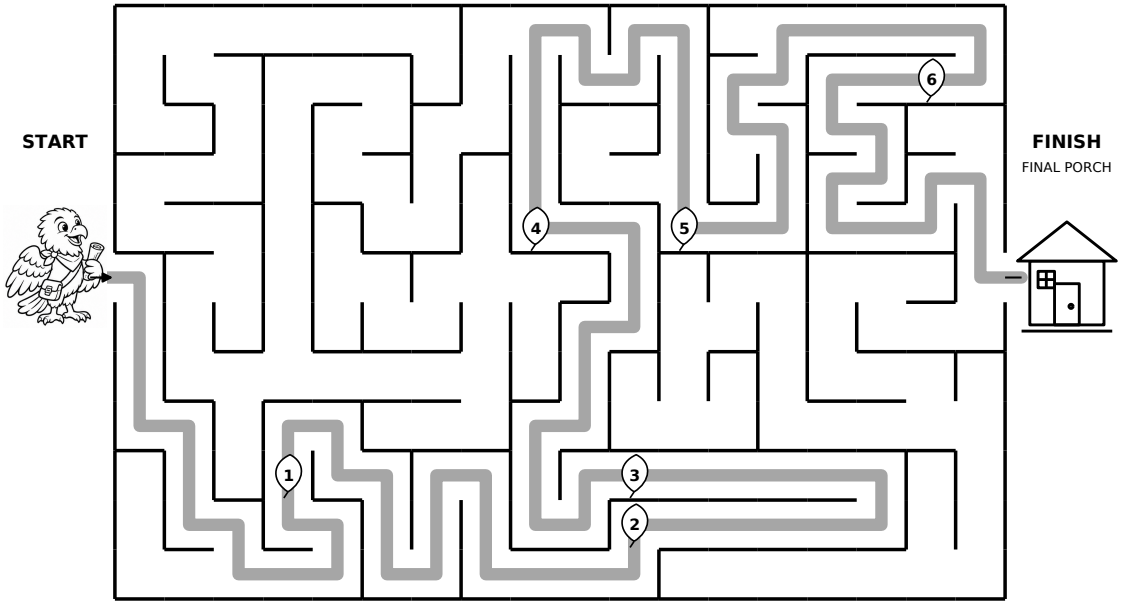
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FINISH THE ROUTE

Help Edgar complete his very last newspaper delivery.

Keep the answer pages separate from the child's activities.

Start with Edgar. Stay between the walls and visit feathers 1-6 in order.
Then color the feathers. Finish what you start!



1. Ownership / Ox
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2. Initiative / Fox
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3. Follow-Through / Beaver
FINISH: Finish what you start.

4. Interest / Owl
WONDER: Ask a real question.

5. Presence / Heron
NOTICE: Give your full attention.

6. Fear / Rabbit
KNOCK: Take a brave first step.

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YOUNG EAGLES | THE EARLY BIRD ROUTE | ANSWER KEY

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S CODE LETTER



Rabbit
Fear
D CODE LETTER



Heron
Presence
E CODE LETTER



Beaver
Follow-Through
A CODE LETTER



Fox
Initiative
O CODE LETTER

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R **4.** A new classmate arrives. You ask what they enjoy doing.

E **5.** Your friend is talking. You stop what you are doing and listen.

D **6.** You feel nervous about joining a game, but take a brave first step.

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EDGAR **S** **O** **A** **R** **E** **D** **!** Color your guides, too!

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Six days. Six lessons. One very brave eagle.

Edgar the Eagle has landed his very first job, delivering the Nest Gazette on the Early Bird Route. Nineteen houses. Six days. And one surprising twentieth customer. Along the way he learns six big lessons from six unforgettable friends about owning mistakes, starting without being told, finishing what you start, asking real questions, paying attention, and knocking on the scary door. Packed with corny jokes, coloring, and puzzles.

Play Edgar's adventure free at peakaugusta.com/young-eagles

Written by **Michael R. Frazier**, creator of The Six Unmeasurables™

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