AUTHORING YOUR CAREER CROSSROADS

Career Enhancement Workshop

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ULTIMATE CROSSROADS

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I WANT TO GO BACK AND DO IT ALL OVER AGAIN. AND WHEN I COME TO THE FORK IN THE ROAD WHERE I TURNED LEFT, THIS TIME I'LL TURN RIGHT. AND I MIGHT NOT LOSE SIGHT OF ME THIS TIME. BECAUSE I'M BURIED IN WOULDTS AND COULDS AND SHOULDS, AND THE REAL ME IS INVISIBLE AND DIVISIBLE INTO SO MANY PARTS WHO PLEASE EVERYONE ELSE. BUT WHERE, OH WHERE, IS MY REAL SELF?? SO MANY WRONG TURNS, SO MANY MISTAKES, SO MANY CHANCES THAT I DIDN'T TAKE. SO MANY PLEASURES THAT I NEVER TASTED. SO MUCH TIME THAT I HAVE WASTED. HOW DOES ONE START TO LIVE ANEW? HOW CAN YOU CREATE ANOTHER YOU? SOMEONE WHO KNOWS HOW TO LAUGH AND PLAY. SOMEONE WHO ENJOYS EACH AND EVERY DAY? SOMEONE CARING AND DARING AND FREE? COULD THAT SOMEONE EVER REALLY BE ME?? GOD HAS CHOSEN MY ANSWER. SURVIVED BY: DAUGHTER, KATHLEEN WILLIAMS AND HER SON, ROBERT AND HIS WIFE, DENISE; A SON, DANIEL; A SON, CHRISTOPHER AND HIS WIFE, DONNA AND THEIR THREE CHILDREN, CHRISTINA, NICOLE, AND MICHAEL; AND ALL HER SPECIAL FRIENDS.
IN APPROACHING OUR LIFE AND CAREER

✓ We Will See That:
  • One needs direction and purpose
  • One must accept change
  • One must remain curious
  • One must communicate
  • One must remain confident
  • One must be committed
  • One needs to understand him/herself
  • One must pursue success
  • One must become unbridled, go for it
SUCCESS YARDSTICKS

✓ Can of Beer and Fishing Pole
✓ Hanging-in Until Retirement
✓ $$$
✓ Oval Office
✓ Daily Excitement

WHAT IS YOURS??
VEHICLES FOR SUCCESS

✓ Marry Into Money
✓ Big Inheritance
✓ Lottery Winner
✓ Personal Angel
✓ Being at the Right Place
✓ Being There at the Right Time

WHATEVER - BUT - BE READY
WHAT EXCITES ME?

- Seeing People I Have Selected to Mentor or Sponsor Excel in Performance and Career Outcomes
- Taking on and Successfully Accomplishing a Task That “Cannot Be Done”
- Being on the Leading Edge of New Ventures, New Technology, and New Ideas
- Working in a Freewheeling Brainstorming Environment
WHAT EXCITES ME?

✓ Problem Solving
✓ Start-up Projects, Operations and Organizations
✓ Successful Investing of Money, Time and People Resources
✓ Selecting Team Members, Leading and Implementing Special Projects
✓ Strategic Planning
✓ Understanding Complicated Processes
WHAT EXCITES ME?

✓ Challenge of Design and Readiness Reviews
✓ Self-satisfaction in Knowing I've Done My Best for Everyone

Does What You Do Excite You?

WHAT EXCITES YOU?
ARE YOU??

✓ An 8-5 Person
✓ An Introvert or Extrovert
✓ High Energy or Low Energy
✓ A Leader or Follower
✓ Easily Bored or a Hater of Routine
✓ Always "Up" or Easily Dismayed
✓ Uninterested or Untested
✓ A Risk Taker

WHAT ARE YOU??
BYPASSES

- Expect "Dead-ends" and "Forks"
- Be Ready and Have Faith
- Enhance Communications Skills
- Gain P. E. License and Certifications
- Gain Advanced Degrees
- Develop Sponsors/mentors/advocates
- Determine and Document Your "Strengths" and "Weaknesses"
Generate “Things I Do Well”, “Things I Like to Do” and “Things I Dislike Doing”

Consider “Brain Dominance,” “Myers-Briggs Type Indicator” and/or Other Testing to Understand Yourself
THINGS I DO WELL

Jerry Lutz

Planning
Providing Customer and Supplier Interface
Problem Solving
Brainstorming
Consensus Building
Preparing and Evaluating Proposals
Revitalizing Inept Organizations
Interviewing and Selecting Personnel
Swinging From Holistic to Detail Thinking
Coordinating Complex Activities
Starting-up Organizations, Strategic Planning, Envisioning
Team Building
Decision Making
THINGS I LIKE TO DO

Contributing to an Organization or Team
Empowering Employees
Brainstorming
Special Task Teaming
Presenting
Interviewing Potential Employees
Problem Solving
Strategic Planning
Coaching, Training and Mentoring
BRAIN DOMINANCE APPLICATIONS

- Communications
- Team Formation
- Vocational Counseling
- Choice of Study or Profession
- Conflict Management
- Creative Problem Solving
- Personnel Counseling
- Target Group Analysis
- Analysis of Advertising Effectiveness
BRAIN DOMINANCE
PERSONAL INTERESTS

- Understanding of
  - Self
  - Differences in people
  - Effect of management styles
  - Personal learning
  - Communication/interaction with associates, bosses, and subordinates
  - Relations and team building

- Establishing a Climate for Unleashing Your and Other’s Creativity and Innovation
Your profile code is 1-1-2-1:

The person with this profile would have a triple primary with two primaries in the left mode, both cerebral left and lower left and a contrasting primary in cerebral right. The typical descriptors for this profile would be a combination of logical, analytic, rational in the cerebral left and planning, organizing, and administrative preferences in the left. This more conservative, safe-keeping preference would be contrasted with a primary in cerebral right which would be characterized as intuitive, insightful, synthesizing, and conceptual. In contrast to these three primaries, this profile would also be characterized by the secondary in the emotional, interpersonal mode. This person could hold positions requiring a combination of logical and analytic problem solving capabilities along with imaginative, innovative thinking coupled with administrative and managerial responsibilities. This person would typically tend to be more rational than emotional in approaching a problem situation.
Copy your type from the scoring sheet into the spaces below.

MY TYPE CAME OUT: [ENTP]

These four letters show how your type came out, according to the preferences you expressed when answering the questions. The questions are not important in themselves, but they do indicate basic preferences that have far-reaching effects. There is no right or wrong to these preferences. They simply produce different kinds of people who are interested in different things, are drawn to different fields, and often find it hard to understand each other.

The MBTI™ is primarily concerned with the valuable differences in people that result from where they like to focus their attention, the way they like to take in information, the way they like to decide, and the kind of lifestyle they adopt. People with preferences opposite to yours tend to be opposite to you in many ways. They are likely to be weak where you are strong, and strong where you are weak. Each type has its own set of inherent strengths.
### Characteristics Frequently Associated with Each Type

<table>
<thead>
<tr>
<th>Sensing Types</th>
<th>Intuitive Types</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ISTJ</strong></td>
<td><strong>INFJ</strong></td>
</tr>
<tr>
<td>Sensous, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.</td>
<td>Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear convictions as to how best to serve the common good.</td>
</tr>
<tr>
<td><strong>ISFJ</strong></td>
<td><strong>INTJ</strong></td>
</tr>
<tr>
<td>Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Thorough, painstaking; accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.</td>
<td>Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical, independent, determined, sometimes stubborn. Must learn to yield less important points in order to win the most important.</td>
</tr>
<tr>
<td><strong>ISTP</strong></td>
<td><strong>ISFP</strong></td>
</tr>
<tr>
<td>Cool onlookers—quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles.</td>
<td>Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done, because they enjoy the present moment and do not want to spoil it by undue haste or exertion.</td>
</tr>
<tr>
<td><strong>ESFP</strong></td>
<td><strong>ENFP</strong></td>
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<tr>
<td>Good at on-the-spot problem solving. Do not worry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.</td>
<td>Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.</td>
</tr>
<tr>
<td><strong>ESTJ</strong></td>
<td><strong>ENTP</strong></td>
</tr>
<tr>
<td>Practical, realistic, matter-of-fact, with a natural head for business, or mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize, and run activities. May make good administrators, especially if they remember to consider others’ feelings and points of view.</td>
<td>Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.</td>
</tr>
<tr>
<td><strong>ESFJ</strong></td>
<td><strong>ENTJ</strong></td>
</tr>
<tr>
<td>Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people’s lives.</td>
<td>Holier, frank, decisive, leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well informed and enjoy adding to their fund of knowledge. May sometimes appear more positive and confident than their experience in an area warrants.</td>
</tr>
</tbody>
</table>
BYPASSES

 ✓ Develop an On-going Holistic Self-satisfaction Analysis
  • Satisfiers
  • Constraints
  • Needs analysis

 ✓ Establish 2, 5 & 10 Year Goals, Action Plans and Schedule

 ✓ Cross Train/gain Understanding of Business Within Company

 ✓ Publish
BYPASSES

- Take All Speaking Opportunities
- Always "Walk in Tall Cotton"
- Become Active, Establish Yourself and Grow in Organizations at Local and National Levels
LEADERSHIP

- Volunteer for New Assignments
- Understand Your Personal and Each Subordinate's Strengths and Weaknesses
- Hire and Nurture in Areas of Your Personal Weaknesses
- Be Part of Your Own Organization
- Be a Coach and Motivator, Not a Pusher
- Learn All Internal Disciplines' Roles, Functions and Accountabilities - Business, Technical and Operations
LEADERSHIP

- Understand the Management Systems, Policies and Goals
- Understand and Convey Company Culture
- Schedule and Hold Staff Meetings
  - Very important
- Fully Understand and Utilize "Improvement Processes"
- Gain a Business Background
  - Must understand the language
LEADERSHIP

✓ Attempt to Maintain Technical Edge
✓ Accountability, Not Responsibility
✓ Be Ready to Take Criticism – Up and Down
✓ Be Mentally Tough – Refuse to Be Intimidated
✓ Explicitly Define and Communicate Your Expectations
YOUR LEADER’S EXPECTATIONS

✓ Loyalty and Truthfulness
✓ Openness and Protection
✓ If in Trouble, Tell Them, So They Will Not Be Broad-sided
✓ Be Involved and Interested in All Facets of Business
✓ Be a Friend, Not Just a Subordinate
✓ Show Willingness to Tackle the “Can’t Be Done”
AS A PERSON

✓ Be Ethical in All Relations
✓ Be Honest
✓ Be Trustworthy
✓ Have High Integrity
✓ Be Accountable
✓ Be Mentally Tough
✓ Be Lean, Hungry, Quick, Dedicated to Excellence, Oriented Toward Inventive Action – Not Meaner Than a Junk Yard Dog, but Smarter Than a Barnyard Cat
SECRET OF SUCCESS

- How You Think Is Everything
- Decide - True Dreams and Goals
- Take Action
- Never Stop Learning
- Be Persistent and Work Hard
- Learn to Analyze Details
- Focus - Time and Money
- Don't Be Afraid to Innovate; Be Different
- Deal With People Effectively and Communicate
- Be Honest, Dependable and Take Accountability