

Australian Blueprint for Career Development

Area A: Personal Management

Career Competency 3: Change and grow throughout life

Phase 3: Learn to respond to change and growth

To gain competency in 3.3: Learn to respond to change and growth, students must -

- Complete activities in student work booklet.

STUDENT WORKBOOK



STUDENT NAME: _____



COMPETENT

Assessor Signature

Date

CAREER COMPETENCIES AND PERFORMANCE INDICATORS FOR PHASE III

AREA A: Personal management

COMPETENCY 3: Change and grow throughout life

Phase III Learn to respond to change and growth that affects your well-being

Performance Indicators:

3.3.1 Describe how change and growth can affect physical and mental health

3.3.2 Explore how mental and physical health impact on life and work decisions

3.3.3 Explore effective communication skills to use in stressful situations (assertiveness, conflict resolution, problem solving, etc)

3.3.4 Identify what places stress on your mind and body

3.3.5 Demonstrate behaviours that maintain your physical and mental health

3.3.6 Apply stress management strategies

3.3.7 Demonstrate effective communication skills in stressful situations (assertiveness, conflict resolution, problem solving, etc.)

3.3.8 Examine your mental and physical health and evaluate its impact on your career decisions

3.3.9 Acknowledge the positive outcomes of actively managing issues that affect your well-being

3.3.10 Assess your communication skills and adopt those that are most effective in stressful situations

3.3.11 Adopt habits and engage in experiences that maintain or improve your mental and physical health

Performance Indicator: 3.3.1 Describe how change and growth can affect physical and mental health

Group Activity: Drawing on your own experiences of how change and personal growth affect physical and mental health.

Procedure

1 As a group, draw on the experience of the members to brainstorm a list of answers to the following questions:

a) How does change affect physical health?

b) How does change affect mental health?

c) How does personal growth affect physical health?

d) How does personal growth affect mental health?

2 Form into pairs and organise responses from the brainstormed list into a table like the one below:

Positive affects	Negative affects	Neither positive or negative

3 *Reassemble as a large group and share responses. Facilitate discussion of responses using the following questions.*

a) What can be done to manage the positive factors to get more from them or to have them occur more frequently?

b) What can be done with the negative factors to minimise their impact or to allow them to happen more frequently?

c) Have you ever been affected positively by change or personal growth? Could you have managed this to increase the benefit that you gained from it? How?

d) Have you ever been affected negatively by change or personal growth? Could you have managed this to decrease the loss that you incurred from it? How?

Performance Indicator: 3.3.2 Explore how mental and physical health impact on life and work decisions

Group Activity:

Procedure

1. As a group, brainstorm as many responses as you can to fill each of the boxes in table below:

	Impact on life decisions	Impact on work decisions
Good mental health		
Poor mental health		
Good physical health		
Poor physical health		

2. Discuss the following with reference to the brainstormed responses recorded in the table:

a) Can physical and mental health have a significant impact on life and work decisions?

b) Has anything like this ever happened to you? Share.

c) Compare and contrast the impact of poor physical and mental health on life and work decisions with that of good physical and mental health.

Based on the discussion above, make some recommendations for ensuring good life and work decisions.

Performance Indicator: 3.3.5 Demonstrate behaviours that maintain your physical and mental health

Performance Indicator: 3.3.11 Adopt habits and engage in experiences that maintain or improve your mental and physical health.

Activity: Maintaining Your Mental Health

Procedure

1. Read the list of tips for mental health below:

Ten Tips for Mental Health

- **Build Confidence** - identify your abilities and weaknesses together, accept them, build on them and do the best with what you have.
- **Accept Compliments** - many of us have difficulty accepting kindness from others but we all need to remember the positive strokes when times gets tough.
- **Make Time for Family and Friends** - these relationships need to be nurtured; if taken for granted they will not be there to share life's joys and sorrows.
- **Give and Accept Support** - friends and family relationships thrive when they are "put to the test".
- **Create a Meaningful Budget** - financial problems cause stress. Over-spending on our "wants" instead of our "needs" is often the culprit.
- **Volunteer** - being involved in community gives a sense of purpose and satisfaction that paid work cannot.
- **Manage Stress** - we all have stressors in our lives but learning how to deal with them when they threaten to overwhelm us will maintain our mental health.
- **Find Strength in Numbers** - sharing a problem with others who have had similar experiences may help you find a solution and will make you feel less isolated.
- **Identify and Deal with Moods** - we all need to find safe and constructive ways to express our feelings of anger, sadness, joy and fear.
- **Learn To Be At Peace with Yourself** - get to know who you are, what makes you really happy, and learn to balance what you can and cannot change about yourself.

2. With respect to your own life, sort the ten tips into the table below based on whether you already do this, or need to start doing this.

I already do this	I need to start doing this

3. Reform as a whole group. Discuss the exercise generally using the following questions:

a. What areas are already being done?

b. What things do we need to start doing?

c. What might be some reasons for not doing these already?

d. How could we start doing these things?

e. How do we keep doing them?

4. Pair with another group member. In turn discuss your responses to step 2. As a pair discuss the areas that you need to start doing more of. For each item, make a plan for how you could do this better – list specific steps if possible. Willing members may wish to share their plans with the group.

Performance Indicator: 3.3.5 Demonstrate behaviours that maintain your physical and mental health

Performance Indicator: 3.3.11 Adopt habits and engage in experiences that maintain or improve your mental and physical health.

Activity: Maintaining Your Physical Health

Procedure

1. Read the list of tips for physical health below:

10 Tips to healthy eating and physical activity for you.

1. **Start your day with breakfast.**

Breakfast fills your "empty tank" to get you going after a long night without food. And it can help you do better in school. Easy to prepare breakfasts include cold cereal with fruit and low-fat milk, whole-wheat toast with peanut butter, yoghurt with fruit, whole-grain waffles or even last night's pizza!

2. **Get Moving!**

It's easy to fit physical activities into your daily routine. Walk, bike or jog to see friends. Take a 10-minute activity break every hour while you read, do homework or watch TV. Climb stairs instead of taking an escalator or elevator. Try to do these things for a total of 30 minutes every day.

3. **Snack smart.**

Snacks are a great way to refuel. Choose snacks from different food groups - a glass of low-fat milk and a few graham crackers, an apple or celery sticks with peanut butter and raisins, or some dry cereal. If you eat smart at other meals, cookies, chips and candy are OK for occasional snacking.

4. **Work up a sweat.**

Vigorous work-outs - when you're breathing hard and sweating - help your heart pump better, give you more energy and help you look and feel best. Start with a warm-up that stretches your muscles. Include 20 minutes of aerobic activity, such as running, jogging, or dancing. Follow-up with activities that help make you stronger such as push-ups or lifting weights. Then cool-down with more stretching and deep breathing.

5. **Balance your food choices - don't eat too much of any one thing.**

You don't have to give up foods like hamburgers, french fries and ice cream to eat healthy. You just have to be smart about how often and how much of them you eat. Your body needs nutrients like protein, carbohydrates, fat and many different vitamins and minerals such as vitamins C and A, iron and calcium from a variety of foods. Balancing food choices from the Food Guide Pyramid and checking out the Nutrition Facts Panel on food labels will help you get all these nutrients.

6. **Get fit with friends or family.**

Being active is much more fun with friends or family. Encourage others to join you and plan one special physical activity event, like a bike ride or hiking, with a group each week.

7. **Eat more grains, fruits and vegetables.**

These foods give you carbohydrates for energy, plus vitamins, minerals and fibre. Besides, they taste good! Try breads such as whole-wheat, bagels and pita. Spaghetti and oatmeal

are also in the grain group.

Bananas, strawberries and melons are some great tasting fruits. Try vegetables raw, on a sandwich or salad.

8. Join in physical activities at school.

Whether you take a physical education class or do other physical activities at school, such as intramural sports, structures activities are a sure way to feel good, look good and stay physically fit.

9. Foods aren't good or bad.

A healthy eating style is like a puzzle with many parts. Each part -- or food -- is different. Some foods may have more fat, sugar or salt while others may have more vitamins or fibre. There is a place for all these foods. What makes a diet good or bad is how foods fit together. Balancing your choices is important. Fit in a higher-fat food, like pepperoni pizza, at dinner by choosing lower-fat foods at other meals. And don't forget about moderation. If two pieces of pizza fill you up, you don't need a third.

10. Make healthy eating and physical activities fun!

Take advantage of physical activities you and your friends enjoy doing together and eat the foods you like. Be adventurous - try new sports, games and other activities as well as new foods. You'll grow stronger, play longer, and look and feel better! Set realistic goals - don't try changing too much at once.

2. With respect to your own life, sort the ten tips into a table like the one below based on whether you already do this, or need to start doing this.

I already do this	I need to start doing this

3. Reform as a whole group. Discuss the exercise generally using the following questions:

a) What areas are already being done?

b) What things do we need to start doing?

c) What might be some reasons for not doing these already?

d) How could we start doing these things?

e) How do we keep doing them?

4. Pair with another group member. In turn discuss your responses to step 2. As a pair discuss the areas that you need to start doing more of. For each item, make a plan for how you could do this better – list specific steps if possible. Willing members may wish to share their plans with the group.

Performance Indicator: 3.3.6 Apply stress management strategies

Group Activity: Applying Stress Management Strategies in Your Life

Procedure

1. Refer to the table of stress management strategies below:

1. Set small goals	10. Identify your problems	19. Defeat anxieties by facing them
2. Do your best on everything	11. Examine your motives	20. Take inventory of your stressors
3. Learn to laugh under pressure	12. Be ready for challenges	21. Consider every option
4. Take time to be organized	13. Avoid procrastination	22. Attain a healthy outlook
5. Avoid leaving loose ends	14. Find your productive time	23. Increase your job enthusiasm
6. Prioritize responsibilities	15. Let music soothe your worries	24. Look at the positive side
7. Handle multiple tasks efficiently	16. Make time for fun	25. Keep your chin up
8. Enjoy your commute	17. Escape stress with relaxation	
9. Plan ahead	18. Discover a new perspective	

2. Brainstorm additional strategies and add them to the table.
3. Pair off and divide the items in the table among the pairs so that each pair can work on part of the table.
4. In your pairs consider each of the items allotted to you from the list. For each item, write down an outline of how you could apply that stress management strategy in your life.
5. Reform as a whole group. In your pairs report your outlines on applying stress management strategies back to the whole group.

Performance Indicator: 3.3.6 Apply stress management strategies

Group Activity: Signs of Stress

Procedure

- 1 Discuss what stress is (feeling overwhelmed by circumstances and not knowing how to cope adequately). Remind the group that stress is very common and that when a person is under stress, they usually find it more difficult to make decisions and solve problems.

2 Individually, complete the table below by placing ticks in the appropriate boxes

Behaviour	frequently	sometimes	not at all
Experiencing restless or sleepless nights			
Feeling irritable and moody			
Eating too much or too little			
Worrying about things			
Lacking patience or control, yelling			
Confused, uncertain			
Headaches, feeling tense			
Feeling agitated and restless			
Not achieving as well			
Not getting on with others			
Complaining and feeling that things aren't right			
Not interested in anything			
Feeling tired and listless			
Demanding perfection in self and others			

3 Share responses in small groups. Consider the following questions:

a) Were you aware of these signs of stress?

b) Were you surprised at your profile of ticks?

c) Are there other signs you have experienced that could be added to the list?

d) How do you feel about the number of signs of stress that you showed?

e) How might this information be helpful to you?

Performance Indicator: 3.3.6 Apply stress management strategies**Group Activity: Stress Management****Procedure**

- 1 Discuss the fact that there are healthy and unhealthy ways to deal with stress.
- 2 Underline the parts of the story (below) that you consider to be techniques of handling stress.

Nancy has been experiencing a lot of stress lately because her parents have been fighting. She thinks they may get a divorce. Her father is drinking a lot and stays out late. Nancy is doing poorly in class and not sleeping well. She has sneaked out of the house a few times and got into sly drinking with friends as a distraction. To keep up her supply of liquor she has been stealing alcohol from friend's houses. When a suspicious friend questioned her about this she reacted aggressively, striking her across the face and denying everything. Unable to face her friends because of this, she often stays in her room. Recently, another friend has started taking her to netball training to take her mind off things. Nancy has also started writing her concerns down in a diary, and recently made an appointment to see a school counsellor.

- 3 In pairs, share and list stress management techniques, and group these into the table below:

Unhealthy techniques	Healthy techniques


- 4 Reform as a whole group and discuss the following questions
 - a) How do you distinguish between healthy and unhealthy stress management techniques?
 - b) Could other techniques be added to either list? Share examples.
 - c) When under stress, do people tend to use healthy or unhealthy coping techniques?
 - d) Have you ever used any of these techniques when under stress? Do you tend use more of the healthy or unhealthy techniques? Share.
 - e) What have you learned from this lesson that you can use to help manage stress.

Performance Indicator: 3.3.8 Examine your mental and physical health and evaluate its impact on your career decisions

Activity: On-line Assessment of Mental and Physical Health

Procedure

1. Go to the web site www.queendom.com/tests/alltests.html#public and complete the following free tests available to everyone. Record your results

Test Title (click it to take it)	main topic	time est.	info
Anxiety Test - Abridged	health	5 min	
Assertiveness Test - Abridged	personality	5 min	
Do I Need Therapy Test	health	15 min	
Exercise Myth Test	health	5 min	
Fitness Test	health	10 min	
Nutrition Test	health	10 min	
Patience Test	health	10 min	

2. With reference to your results on the free tests, write a paragraph or more about the current state of your physical and mental health. Make mention of:

What is working well for you at the moment	What is satisfactory
What needs improving	What is of great concern

Performance Indicator: 3.3.8 Examine your mental and physical health and evaluate its impact on your career decisions

Activity: Well-being and Decision Making

Procedure

1. Read the article below on How to Develop Your Decision-Making Skills
2. Refer back to your conclusions about the current state of your physical and mental health from the last activity “On-line Assessment of Mental and Physical Health”.
3. Pair up and share your responses with a partner. Make a list of positive and negative ways in which your current mental and physical health could impact on career decision-making.

Positive impacts	Negative impacts

4. As a whole group, share your findings.

Article: How to Develop Your Decision-Making Skills

Tools you can use to solve problems and make choices in your life.

Good Decision Makers are Successful People

They enjoy the feeling of self-confidence that comes from knowing how to make wise choices consistently. You can develop your decision-making skills. With practice, you can improve your ability to make sound decisions in all areas of your life - personal, financial and professional - because life involves many decisions and making the best choices consistently is the key to success.

Your ability to make sound decisions can help you:

- **ACHIEVE YOUR GOALS**, at work and in your personal life.
- **AVOID MISTAKES** that can cost you or your organization time and money!

No one makes the right decision every time. But by developing your decision-making skills, you can increase your success rate! Learn more...

Anatomy of a Decision

Making a good decision requires patience and careful thought. Following a step-by-step approach can help.

Step 1: Define the Problem.

Size up the situation.

- Examine the problem thoroughly - look at it from all angles.
- Keep thinking - don't be satisfied with quick, easy answers.
- Avoid mistaking the problem's symptoms (for example, a shortage of money) for the problem itself (poor spending habits, too much debt, etc.).

Set goals and priorities. Ask yourself:

- "What do I want to achieve by making this decision - what are my goals?"
 - "Which of these goals must I meet in order to solve this problem - what are my priorities?"
- Write down your goals and priorities; review them often.

Try to put your goals in measurable terms (time, money, etc.) so you can measure your success later on.

Step 2: Reevaluate the Situation. (step 1 may have changed your view of the problem!)

Consider your options. Once you've identified the problem, ask yourself:

- "Do I need to take action in order to achieve my goals and priorities?"
- "Will this problem solve itself with time?"

Don't make unnecessary decisions. Be aware that the best decision may be to do nothing for the time being. But don't delay just to avoid making a tough or unpleasant decision.

Be honest with yourself! If you decide that action is needed, proceed to step 3.

Step 3: Gather Information. In order to solve a problem, you should make yourself an "expert" on the subject.

Use your time wisely. If a decision is not immediately necessary, use your time to gather information. (Be sure you leave enough time to act on your decision, though.)

Seek advice. Get help from people who know more about the details of the problem. Don't be afraid to admit that you don't know something.

Use all resources. Use the library, employee records, any source of facts on the problem.

Step 4: Think of Alternatives. At this stage of the decision-making process, *any* idea is a good idea.



Be open. Don't limit yourself to ideas that sound "reasonable." Try "brainstorming" (listing anything and everything that comes to mind).

Don't judge. Avoid jumping to conclusions. Gather all your ideas before considering your alternatives.

Record your ideas. Put all your thoughts on paper, so you can evaluate them later.

Step 5: Choose an Alternative. Test each alternative carefully, to see how it measures up against the others.

Think ahead. Try to imagine the consequences of each alternative. Ask yourself, "What will happen if...?" Be thorough, and give each plan a chance.

Be practical. Make sure your plans can be carried out. For example, does your organization have the equipment to make the changes you have in mind? Is the solution more expensive than the problem?

Be creative. If necessary, combine the best features of several different ideas. Make a new alternative - one that works!

Choose the alternative that will best achieve the goals and priorities you identified in step 1.

Step 6: Put Your Decision to Work

Take action. Don't satisfy yourself with simply having made a tough decision. A good decision means nothing until it's put into effect.

Inform others. Make sure everyone affected by your decision knows what will change, and why. Explain what improvements they can expect as a result of your decision. Ask for feedback.

Follow up on your plan. Check from time to time to see that any changes you made are still in effect - or to see if adjustments are needed. Also, make sure the problem you solved has not returned or taken another form.

Strategic Career Messages to Live By

From the book titled *Successful Career Management: Strategies Beyond Technical Preparation* by Robert Donald

1. *Find a mentor, hopefully one inside your current organization and one outside that organization.* Being mentored by the right person is an important and vital element for success. The mentor guides his or her protégé in developing skills, methods and work habits, which the mentor developed over his or her entire career. The mentor becomes, in effect, the portal to the business experts and resources the protégé will need for professional growth and development.
2. *Plan to arrive early for business meetings and functions.* If the function begins at 8:00 AM, arrive at 7:45 AM at the latest. You will have time to relax and relieve anxiety, network, read the pulse of other attendees, identify supporters or adversaries, collect your thoughts and fine tune any last minute adjustments you need to make before the meeting begins. Moreover, you certainly do not want to establish the negative brand of being late for meetings. Make the attention you get positive and never negative.
3. *If you have not already done so, develop the habit of getting adequate sleep and start your day early.* You will feel refreshed and ready for your activities of the day. Arrive early at your work location and you will accomplish more before others arrive and the distractions begin to occur. Additionally, you are sending a message that your career is important to you and your life's work is a priority.
4. *Know thyself!* Get to know who you are by conducting a thorough, honest appraisal of your strengths and your weaknesses. Begin using your strengths for all possible advantage while concurrently working on your weaknesses as best you can. Be mindful that circumstances can sometimes change the perception of strengths and perceived weaknesses. Know the difference between things that are legitimate performance concerns versus personality differences or perceptions.
5. *Plan for your annual performance evaluation all year long.* Keep accurate records of your accomplishments and their impact on the organization. Make sure you use this opportunity to set the stage for the future by discussing your career aspirations. Give this process the attention it needs; it is much too important to be rushed or done without adequate preparation.
6. *You can be sure that change will be a constant during your career.* You will not be able to stop it and there are penalties for attempting to avoid or slow it down. Diversify your experiences and knowledge while embracing change. Every time one door closes, another will open for those who are prepared and have the right experiences and transferable skills.
7. *When you make yourself needed, people will value you.* When you are valued, you will be compensated for what you deliver. Constantly strive to increase your personal value by doing things others cannot or will not do. You will get more personal satisfaction while increasing your earning potential.

8. *Always operate with the highest degree of honesty and integrity.* This trait is non-negotiable. Violating this rule just once can destroy an outstanding career immediately. It does not matter how much good you have done in the past or how much you might be able to do in the future; it is over.
9. *Train yourself to remain calm in seemingly difficult situations.* You increase your odds of doing or saying something, you might later regret if you get emotional. Keep all things in perspective and realize that there will always be another day. All things will pass.
10. *If you must disagree with someone, learn to do so without being disagreeable.* Most situations you will encounter during your career do not rise to the level of significance to justify destroying a personal or professional relationship.
11. *Put effort into managing and promoting your personal brand.* Never leave that responsibility to others; no one will ever have the same level of interest in your success.
12. *Always be responsive in your personal and professional relationships.* You have a chance to send a message each time you interact with others, send positive messages.
13. *Create a personal mission statement.* Review it frequently and keep it visible. Manage and follow-up on your career plan on a quarterly and/or annual basis to make sure you are on track to accomplish your career goals.
14. *Have written goals that reflect the things you need to accomplish.* You will need these no matter whether you are self-employed, an employee, or a contractor. Have a detailed daily action plan, which supports your goals in order to facilitate goal accomplishment.
15. *We all have activities in our profession that we dislike and often avoid.* Handle those things early in the day and move on to the things you have passion for and find rewarding.
16. *If you need additional training in order to achieve your goals, get the training you need.* Good performance is the result of continuous learning and development.
17. *Keep your professional skills contemporary and your resume fresh.* You never know when you will need to make a change so be prepared. Manage your career with the same discipline you would a business; it is essentially the same.
18. *Have adequate balance in your life.* That is required to support your needs and we all need ways of recharging and energizing ourselves.
19. *Develop good health maintenance habits and make them a part of your normal routine.* Without good health, your career achievements mean nothing.
20. *Show that you are approachable by your body language.* Others will get to know you while you expand your list of contacts. You never know when a chance encounter will lead to a great idea, valuable contact, or networking opportunity.

21. *Do not depend on luck alone to achieve your career goals.* Work on the factors that facilitate your luck; knowledge, skills, preparation, and contacts.
22. *Relax and enjoy life.* When you are rushed and stressed out, you are blind to opportunities and good fortune.
23. *Read about and experience things you currently know nothing or little about.* You just might discover something new and exciting. This is also a wonderful way to enhance your ability to have stimulating conversations during business, professional and social events.
24. *Dream big!* Expect good fortune, expect to achieve desired results and be sensitive to the psychology of performance. If you do not believe you can, you want. Nothing has ever been achieved when it was not believed possible.
25. *Success in your career will be impacted by the things you do or fail to do.* Learn to show up, be active, and contribute value.
26. *Act and be positive in all that you do during your career.* Negative attitudes can and will destroy an organization. It will eventually destroy you as well no matter whether you are a business owner, independent contractor or working for an organization as an employee. You always have choices so choose to be positive and never play that self-destructive “*isn't it awful*” game.
27. *Learn to say and send those notes that say the simple words, “thank you.”* Do it sincerely when appreciation is deserved. You will feel good personally and those being recognized will be thrilled with this positive reinforcement.
28. *When you achieve a leadership position, learn to delegate, but never ask more of your subordinates than you are personally willing to give.* Respect must be earned and can never be demanded. Others will hear what you say but they will always watch your footprints to see what you do.
29. *We will all have bumps in the road during our career.* Do not let them be your defining moment, leave that to how you respond. Be mindful that all things will pass.
30. *Be aware that during your career, “stuff will happen.”* There will be some people who will like or dislike you for no apparent reason. There is the potential for bad breaks to happen that have nothing to do with you personally or things that you can reasonably control. Manage your defining moments as best you can.
31. *Travel, the world is getting smaller everyday and we all need to be exposed to and sensitive to other cultures and ways of thinking.*
32. *Choose carefully the people you allow to have a front row seat in your life, they will affect how you are defined as well as many of the choices you make.*
33. *You cannot be what you do not know.* When you need training of any type in order to improve, get it.

34. *Learn to take calculated risks; you might have the opportunity to get what you want out of life.* Focus on the positives associated with risk and not the negatives that prevent us from taking action.
35. *You need to know who you are and what you want.* Define yourself and learn the things important for your personal success. Understand your options and be prepared to support the choices you make with passion.
36. *Never depend on others to lead and guide your actions.* Be professional and learn to lead yourself. That is the only way you will be able to control your destiny.
37. *The higher you rise in an organization, the more you will be exposed to and required to handle sensitive, confidential information.* Show that you can do so early in your career and never participate in the rumor mill. This will improve your odds of becoming a serious candidate for leadership positions.
38. *Learn and practice good etiquette.* Your technical skills and abilities might get you hired but without practicing good etiquette, your promotional potential will be limited. Practice polite conduct in all that you do.
39. *Learn and practice humility no matter what level of success you achieve in life.* Continue to treat all those you encounter with dignity and respect. Never forget that people and your relationships got you to where you are and they can bring you down.
40. *We will all experience difficult times during our career; times when you feel others have done you wrong or have not treated you fairly.* Those situations will be bumps in the road to success but never forget the lessons learned. They will make you stronger and more prepared for future career challenges.
41. *Finally, follow your true dreams, do what you are passionate about, take calculated risks, discover, innovate, have fun, and enjoy the journey!* Remember that 30 years from now; you will regret more the things you did not do during your career than the things you did. *“May the wind be always at your back.”*