

Vocational Sub Committee Report of “Three Pieces of Advice” Speeches-2021-22

Committee: Chair: G James, T Smith, A Taylor, M James, L Hanby D’Wynn, S Dellavedova.

This Vocational sub-committee introduced a “member talks” series based on three pieces of advice each Rotarian would give to a young person just starting out on their working life. Some really valuable wisdom was presented by members, and the plan was to collect all items into a package that could be offered to schools, and/ or placed on the internet. Some of gems of wisdom that members passed on included the following...

PP Rev. Heather Blackman

1. Be reliable - be on time, and if you are given a task to do, be sure to see it through.
2. Be respectful and open to feedback.
3. Self-care - if unsure how to go about things, don't pretend, ask questions. And look after yourself; make sure you are ready, on time and be ready to do things.

PP Alison Teese OAM

Three pieces of advice for someone getting involved in an industry for which they had no experience - based on Alison's experiences of getting into the B&B accommodation business:

1. People do not worry about things being "old" as long as they are clean.
2. The key to get people coming back to your business is to get very good bed linen and towels.
3. Get connected to a professional support group specializing in your industry and feed off their wisdom and support.

PP Robert “Malley” Rowe

“Malley shared two sets of advice for a young person just starting out on their career. The first set was based on actual bits of advice that were given to him by his first City Engineer on day one at his first job:

1. Don't let anyone know who you vote for
2. Don't let anyone know what religion you are ...and,
3. If you barrack for Collingwood, don't even bother unpacking your bags.”

After more reflection, Malley would look to share these three things with someone just starting out...

1. You can get a job anywhere, but what makes a job enjoyable are the people you work with, and the people you can help along the way . Take the time to develop friendships and relationships.
2. "Put your All" into it and whatever you do, always put your best foot forward by showing respect, integrity, compassion and be worthy of trust.
3. Each day, try to tick something off someone else’s list.

PP John Caulfield

1. When you arrive, make sure you listen carefully and hear the expectations of your workplace - that wisdom will be invaluable.
2. Showcase your values e.g. respect for others, taking responsibility, showing initiative etc.
3. Seek out a mentor - look for a champion of the workplace to guide you.

PP Terry Allan

1. You have to be worth more to your employer than your cost.
2. You are a lifter or a leaner - you are either part of the problem or part of the solution.
3. Hitch your chariot to a star.

Rotarian Toby Bainbridge

1. Find yourself a job that you can enjoy every day of your life.
2. Learn something new every day.
3. Do not antagonize the people who help you.

PP Thea Allan

1. Don't just put things down, put them away where they belong.
2. Don't go to bed angry.
3. You will never be lost when you have a tongue in your head.
4. Turn up and on time - be interested and punctual - build up a bank of respect.

PDG Geoff James

1. P - Pursue "what is good for all concerned" - in all your workplaces.
2. A - Apply the habits of a professional to all work situations.
 - P - Perfect the knowledge you need.
 - R - Rehearse your skills before use.
 - O - Obtain regular "on the job" training.
 - F - Familiarise yourself with the vision of the organization.
 - E - Exhibit honesty and integrity in all your work.
 - S - Show accountability for your mistakes.
 - S - Show respect to others, especially when under pressure.
 - I - Intuit the emotions of colleagues and customers.
 - O - Outfit yourself with the right clothing and tools.
 - N - Nail each job and do it right first time.
 - A - Abide by your commitments.
 - L - Look out for leadership opportunities.
3. T - Take opportunities for effective leadership.
4. H - Hone your negotiation skills.
5. S - Share your vocational story with others

Rotarian Tracey Smith

1. The most important people to get to know at your work are the cleaning staff. Why? Because they will be cleaning up after you and will get to know your habits better than most.
2. Never burn your bridges – you never know where and when that person may turn up in your life again
3. The wheel always turns – be patient; if you continue to do the right thing, karma is a bitch.
4. Always do the right thing and role model your expectations, and never ask a staff member to do something you wouldn't be prepared to do yourself.

PP Martin Mackay

1. Always make sure that you prepare well for any presentation or activity that you are assigned and ensure that you know what you are talking about - so prepare well!
2. If you are asked to do something, always say "Yes" even before you think about whether you can actually do it. The people who asked you to do the job will have considered whether you are capable or not, and there are always people around you to whom you may go for guidance.
3. Take the time to reflect on any task you have been assigned - don't jump in headfirst until you have got your head around what is required of you and what is expected by the people you are talking to.

President Garry Higgins OAM

1. Early in your work history, reflect on what you believe, especially in relation to your business or workplace. Identify what you believe in, and why you believe in it e.g., in his own business, Garry identified the Rotary "Four Way Test" as the basis of his beliefs.
2. Make sure you have the courage of your convictions and never stand back - put yourself forward and have a go even if you feel unsure about your ability. Use your initiative and own your job - if you're employed to do something, own it, and take everything that goes along with it.
3. Never stand in the shadow of others because 90% of the world is average and it doesn't take a lot to go from being average to being really good at what you do. No matter your vocation, strive to be the very best you can be.

Rotarian Shane Dellavedova

1. Always be honest about sharing your feelings, because no-one can really disagree with you when you share from your heart.
2. Be ethical in your advice and never try and sell somebody something you know they don't need. Put the customer's interests first - it is not about the sale, it is about what the customer really needs.
3. Aim to understand how and why you do the things you do in your workplace - get loved ones to honestly share how they see you in operation and use that knowledge to become wiser.

Rotarian Murray Henderson

1. Some advice from a farmer who had to sell some prized sheep even though the market wasn't at a stage when he would get the best price – "You'll never go broke by taking a profit."
2. Advice from another farmer, "One hour in the morning is worth two later in the day." If you start early, get up before everyone else, you'll always be that little bit in front, you'll never be chasing your tail, you'll do things safer and better with a whole lot less stress.
3. Have a good work ethic, be proud of what you do even if it seems to be the most mundane job in the world, do everything to the best of your ability and take pride in it.

PP Noel Jennings

1. Advice from a Bank Manager to Noel when he was just starting out... "When you've got a whole lot of jobs ahead of you, always do the worst one first and it will make you feel good for the rest of the day."
2. Turn up on time, look smart, look interested and remember the names of those who can assist you, especially the first person you are assigned to work with.
3. You catch more bees with honey – be "nice" and take everything from there.
4. Never judge people; always look at them with an open mind and remember the old scruffy guy who came in to buy a Mercedes and no one in the car dealership would talk to him – so he went down the road and bought a Mercedes from the rival dealer and parked it in front of the first dealer's shop.
5. Be ethical – if something doesn't seem right, put it to the "pub test", or if you're a Rotarian, the "Four Way Test".

Rotarian Austin Taylor

1. Treat people like you would like to be treated yourself - treat them with respect, learn from the people you respect, listen to them and hear what they say. But as you listen, filter out whether they are genuine or whether they've got their own hidden agendas. Ask yourself, "Has this person got something I really need to pay attention to, or do they simply want me to follow their idea of how things should be?"
2. Don't take everything as you see it - look at things carefully, especially if they seem a little "off". Austin shared a sad story of a client who lost their home because their son had been "tickling the till" without their knowledge - they just couldn't see it because they didn't check things carefully.
3. When you start a job, don't get caught up in the politics of the place - especially comments and behaviours that might be sexist or misogynistic. Treat all other colleagues, male or female, with the same level of respect. Then you will be able to enjoy everybody's company, and enjoy your job.

Rotarian Harold Breitinger

1. Have a mentor. Try and find someone who has been in the game for a while to help you get to know the ropes and how to best work in the company.
2. When ideas are required, don't be too shy and think, "I've just started so I'll just listen." A lot of ground-breaking discoveries have been made by people outside the area of

expertise. So offer your suggestions because you might just have a novel way of looking at things or doing things.

3. Be on time. It's sign of respect for other people - when you're on time, you respect their time.
4. Stay alert. Especially in repetitive jobs because if you don't stay alert, you could make costly errors and cause damage. To help stay alert, keep asking yourself, "What am I doing here?" "Is there a better way of doing this without sacrificing quality?"
5. Enjoy your job. But remember that there are very few jobs where it is interesting all the time. There will be times when the job is challenging, or when it will be repetitive and even boring. Just wade through these stages until you get to the more interesting bits, and try to enjoy every aspect of the job.

Rotarian John Williamson - for a young person about to work on a farm...

1. Be punctual, and if you are going to be a "no show", communicate this as soon as possible.
2. Be observant, particularly with regards to livestock. Are they happy, or marching up and down the fence suggesting they might be thirsty. Keep an eye on the troughs. Do they have enough feed? Are the fences OK, or has a limb fallen on a fence which could lead to livestock getting out? Learn the paddock names and the Road names so you know where you are in an emergency.
3. For a young person likely to inherit the farm, make sure you are on top of the finances and financial management. Know what the structure is, what is the will, what is the succession plan? Spend your capital wisely, conserve it as much as possible, and where possible use contractors.

Rotarian Louise Hanby D'Wynn

1. Your employer's time is not your own. If you can't leave your phone alone, leave it at home.
2. Your kitchen and bathroom manners matter at work. Clean up after yourself and be prepared to clean up after others.
3. Every action and communication in the workplace may have consequences - your speech, texts, Facebook posts, messenger posts, social media chat and personal interactions - all have different meanings and consequences once you are employed and when sent or enacted in your workplace. If inappropriate they may result in criminal or civil law sanctions against you. Learn about what constitutes bullying, stalking, trolling, gaslighting and inappropriate personal behaviour and step away and seek guidance if your behaviour puts you and others at risk.