



The ENGINEERING CAREER COACH PODCAST SESSION #14

Three Key Pieces of Engineering Career Advice From Randy Over

Show notes at: engineeringcareercoach.com/randys

Anthony's Upfront Intro: You are listening to *The Engineering Career Coach Podcast* with Anthony Fasano, Session #14. Today's guest will be ASCE National President, Randy Over and he will offer three key pieces of career advice to develop one's engineering career, and also offer a brilliant recommendation for achieving work/life balance. Let's do it!

Episode Intro: Welcome to *The Engineering Career Coach Podcast*, where it's all about helping real engineers to overcome real challenges and get real results. And now for your host, who is on a mission to inspire as many engineers as possible, professional engineer and certified career coach, Anthony Fasano.

Welcome everyone to another session of *The Engineering Career Coach Podcast*. This is your engineering career coach, Anthony Fasano. I want to welcome you to another session and I want to start by letting you know that, believe it or not, I do send out daily inspirational emails to thousands of engineers all over the world, known as the **Daily Boost**. And you can subscribe to the **Daily Boosts** completely free by just visiting dailyboosts.com. So please engineers, if you want to stay inspired check that out.

Alright, we have a great session here for you today. I have a wonderful guest today. I had the honor of interviewing ASCE National President, Randy Over, and he really gave some amazing advice out for younger engineers, and really all engineers. In this upcoming interview that you're about to hear, he was so energetic too. I mean the energy came right through the phone and I'm really excited to share with you what he had to say.

So before I kick us off with the motivational moment and a formal introduction for Randy, I just want to mention really quickly that I am putting on an event in April in Austin, Texas that is for engineers that want to be the best they can be, engineers that want to be the best on their field. It is the **Institute for Engineering Career Development** meet-up, which will be in Austin, Texas, April twenty-fifth and twenty-sixth. And we now have fourteen successful engineers and personal development experts that will be speaking on different panels and different learning sessions. We have tours planned. We'll be visiting the Austin City capital, which is a LEED building. We have social events and dinners planned at some of the best, award-winning restaurants in Austin, Texas. It's going to be an awesome weekend all the way around.

The **ENGINEERING CAREER COACH**

WITH
**ANTHONY
FASANO** 

So please, please consider taking your engineering career into your own hands and elevating yourself by just coming to this one event. Check it out at engineeringevent.com. And we just extended the early bird rates until March thirteenth. So please again, check it out at engineeringevent.com. With that, let's jump right in to the motivational moment so we can kick this show off and you can hear what Randy Over has to say.

Anthony's Motivational Moment: the quote that I chose to kick off today's show is based on the interview I did with Randy and the quote is very simple. It's from John C. Maxwell, 'Leadership is influence.' And I chose that quote because Randy talks about this in this interview you're about to hear. He talks about the ability to influence the world as an engineer and I think that that's something that we all forget that we have as engineers.

It's not just about doing a plan or doing a design that you can bring and deliver to a client, it's about what that plan or design, what kind of impact that will have on the community, the city, the state, the country, the world. And that's something I want you to keep in mind as you listen to the interview coming up here with Randy Over.

Alright, let me give you a quick introduction to Randy Over, and I say quick because if I read his bio it would take longer than the show so I'm just going to kind of sum it up. He has a Bachelor of Science Degree in Civil Engineering from the Ohio State University. He's also attended Local Officials Leadership Academy at Cleveland State University. Randy has been a Construction Engineer with the Ohio Department of Transportation in District 12 since 1994. He is responsible for the District Construction Program with a budget of 2.4 billion dollars since 1994. He oversees a staff of seventy, district testing laboratory. He focuses on disputes and claim resolutions for bailing wage and a whole host of other things. In addition to his 'day job' he is also, of course, the National President of the American Society of Civil Engineers, which is a professional association founded in 1852 and represents more than 145 000 members of the Civil Engineering profession worldwide, and it is America's oldest national engineering society. So with that, let's get right into the interview with Randy Over.

Coaching Segment:

Anthony: Alright. Hi Randy, how you doing today?

Randy: Good, doing real great. A little chilly here in Cleveland, Ohio.

Anthony: Oh, yeah.

Randy: Keep getting snow. It's one of those Winters.

Anthony: I know it is, same here in New York. It's like snowstorm after snowstorm but we're dealing with it and I'm happy to have you on. I know you're real busy so I want to jump right in today and I know you speak to a lot of engineers through your work as the President of the American Society of

Civil Engineers and you have a lot of experience in this field. Just give me right off the bat, maybe two or three key pieces of advice that you would give to younger, developing engineers that are listening to this show as far as advancing their career, things that stood out for you over your career.

Randy: Yeah, I been at this for about thirty years and grew up in a civil engineering family, father and grandfather.

Anthony: Wow.

Randy: So, been living it. I always say I was an ASCE member at birth. So the number one thing I think is you have to **create your own professional network**. So not wait for someone else to do it or whatever, it's up to you. I, of course, think ASCE is the best place to create that professional network but you have to really take advantage of people you meet, meetings you go to, opportunities to travel, all that kind of stuff. You have to do it for yourself. No-one else is going to do it for you. You have to put your foot out, make those connections, make that network. So I'd call that the first one.

Anthony: Great.

Randy: The second one is you kind of have to **decide what's going to be your focus** or you can focus on several other things. Some of that could be, "I'm going to focus on structural engineering or geotec," or something like that. It could also be a little less hard, engineering focused. It could be on the client side of the business. It could be on - in my case I do work with government, I work with government now but I didn't always work for government. That was kind of my understanding of how government operates so it was a focus of mine. So you have to really make a decision on that. You can't do everything. In school we kind of get a little bit about a lot. Right?

Anthony: Right.

Randy: But in the real world, once you leave school you have to pick and choose. So I happened to pick and choose the area at this point with construction claims. So I do claims disputes, resolution, mediation, all that kind of stuff. Not a traditional engineering area but it relates to what I know as an

The ENGINEERING CAREER COACH

WITH
ANTHONY
FASANO 

engineer. So you need to pick and choose. Pick an area. If you're in an elevator with somebody, they say, "What do you do in civil engineering?" Be able to answer that question.

Anthony: Okay. That's a good one and I just want to add to that because we actually have thousands of engineers that listen here and all have different disciplines, which makes it even more interesting. And one of the things that I would say to all of you out there, just building on Randy's answer here is, if you could develop that specific niche in your career regardless of your field in engineering, I think that that's an important thing. I know for younger engineers a lot of times they'll ask me, "I have no idea yet. I don't know what I want to do," and I say that's fine but as you progress you'll start to maybe narrow things down and when you do start to get interested in a couple of fields,

I think that's when you can reach out to people in that field that are establishes, whether it's through an ASCE or through a professional association. And then you can really start to develop that expertise in that industry because that's the beautiful thing about engineering is that there's so many different things that we can do and that also can be the scary part of it.

Randy: Yeah. Yeah.

Anthony: But what I would tell you, and I'm sure Randy would agree, in the beginning of your career you're going to try different things out but you'll find a couple things that you like and then you can try to go down that path a little bit more.

Randy: Yeah, and in my case I found out I was better in analyzing people's opinions in claims and disputes. I found that that was something I could do. I could more easily put myself in the other person's shoes and be able to frame things. And being a more verbal person than a calculation kind of person, the verbal skills were important there.

The third thing I'd say is that you have to **sell yourself**. No-one else is going to sell you. No-one else is going to ask you, "Would you like that promotion? Would you like this opportunity?" That might happen but unlikely, not unless you put your foot forward first. I forget who said it, "The harder I work, the luckier I get. The luckier I get, the harder I work." Right. I mean it's kind of like that. So I've found out when there's things, you get hired and you're in an office with, in many cases, a lot of other people with similar experience to you, right. So how do you distinguish yourself from others? And one of the things you do is you stay a little later, you work a little harder, you take on volunteer tasks that no-one else really wants to do. So pretty soon you get invited to things that maybe others aren't. All at the same time keeping an eye on what's strategic for your employer, what's strategic for your career.

So in my case I took on some of the business aspects of engineering and watching the project budget,

The ENGINEERING CAREER COACH

WITH
ANTHONY
FASANO 

communicating to the client or in the case of where I work now, communicating to some of the cities where we are in terms of the budget for their project. People don't do that, they talk about the engineering stuff. I try to blend those two together. So the idea of taking the opportunity to travel, somebody else doesn't want to go to Chicago for a job so I sent a Summer, most of the Summer in Chicago with the job. Take that opportunity. You get known. You expand your professional network - back to the first point. There's that many more people. You learn to get around in a city and deal with it. It maybe helps you frame your focus if you do that early in your career too.

Anthony: Sure. No, that's a great point and just to add another example because I know examples make things easier to comprehend. For me, when I was doing civil engineering work, we had the planning board meetings when we were trying to get projects approved and there wasn't enough budget for younger engineers to attend, but I would just, I told my supervisor I just want to go in my own time and I want to see the meetings, I want to learn, I want to watch. And for me that was a big thing. I mean, number one I obviously told my boss that I wanted to advance. I was motivated. But

for me I learned a lot. I mean I learned how to deal with the clients. I saw people presenting. I learned things well ahead of the curve, probably than I should have learned them. So like you said Randy, doing a little extra, taking a little extra step.

Randy: Yeah. Related to that for me was always my involvement with ASCE. So that gave me my connections. I enjoyed ASCE meetings as much to learn about what I was doing, probably more so about what I wasn't doing. I spent very little time in water, the water side of civil engineering. I had some time there, water waste, water kind of projects but I'd go to some of these things to learn what others were doing because that impacted maybe roads and bridges, that I was doing. So build this sort of base-line understanding. So ASCE helped me do all those things.

Anthony: That's great. Alright, great. So just to sum that up, kind of the top three pieces of career advice that you've heard here from Randy is to **create your own professional network**, and I think that's important regardless of what your age is. I don't care if you've just graduated this year, you're never too young to start building that network. The second one is to kind of **figure out what is going to be your specialty in engineering**, what field of engineering, what's going to be your niche? And then obviously you can develop that. And then the last one is to **sell yourself**. Like Randy said, no-one's going to give you a promotion just to give it to you. You've got to get out there. You've got to do your thing. You've got to take some extra steps to kind of get to where you want to go. So does that sound about right there Randy?

Randy: Sounds great.

Anthony: Great. Alright, a couple other questions for you while I have you. I mean one of the things

The ENGINEERING CAREER COACH

WITH
ANTHONY
FASANO 

I get a lot of questions about with goal setting, because I try to emphasize to engineers the importance of setting goals and then driving to achieve them and what happens to a lot of the motivated engineers that I talk to is they achieve some goals in their career and then they get to a point where they're like, "Now what do I do next? Now I'm beginning to get a little demotivated." And I know for you, I think you're a good person to ask because you've become President of the ASCE after a long career I guess in ASCE as a civil engineer, where you're going through your term now. But as you progress now, where do you go from here? How do you stay focused now that you've said, "I've been President and now I want to continue to do certain things."

Randy: I'm not all the way through this yet so I'm still sort of sorting out, maybe your folks would like to know how the system maybe works a little bit.

Anthony: Sure.

Randy: Your first year you're President elect and that's what you get elected as. We elect an ASCE President elect - a lot of 'elects' in the name there. Anyway, your first year you're really the, you're the face of civil engineering of ASCE inside the organization. So your first year you predominantly spend your time visiting sections, branches, younger member groups, technical groups, essentially part of the ASCE family, right.

Anthony: Yep.

Randy: The second year you're the face of ASCE external. So I've met with other related organizations, so American Waterworks Association, NSPE, NCEES, ABET, the list goes on and on and on, so as well as being chair of the board of direction for ASCE. And then your final year - so it's a three-year term - final year you're past President and there you're supposed to mentor the folks coming after you right.

Anthony: Right.

Randy: So we have a good system. There's always three kind of in transition during that time. So being about four months into the second year out of three, already halfway, more than halfway through the busier of the three things, you have to start, at this point I'm looking at what have I accomplished that I wanted to accomplish.

Anthony: Okay.

Randy: And what remains yet to be accomplished. You have to be kind of cognoscente of that. But in terms of your question, staying motivated, it's not very difficult to stay motivated or focused. It is so

busy.

Anthony: Okay.

Randy: So intense, that you can't help but be focused and motivated.

Anthony: Okay.

Randy: So it's baptism by immersion.

Anthony: So I would think that when you're doing something you're passionate about motivation comes easy.

Randy: It is absolutely easy to wake up in the morning. In fact you don't really get, I don't sleep that many hours. You get up in the morning with a list of things you've got to get done, I mean things you've got to do.

Anthony: Right.

Randy: So it's not hard at all to be motivated.

Anthony: Okay.

Randy: The question is what happens afterwards? What do I do after these three years with ASCE? What do I do with my career afterwards?

Anthony: Yeah, and just not even that but even anytime in your career, I'm using this as one example, but anytime in your career, I think when you reach a milestone.

Randy: Yeah.

Anthony: Whether it's a partner in a company or some kind of promotion then you say, "I just spent all this time getting to this point. I'm here now." And it's like, "What do I do now."

Randy: You know the funny thing is for me, that's never happened to me.

Anthony: Okay.

Randy: I guess in some ways I'm a planner by nature.

Anthony: Okay.

Randy: So by the time I get somewhere I've already thought of what the next step is or what the next possibilities are.

Anthony: Right.

Randy: So to me, even choosing a career to start with, there were so many opportunities in my mind, so many things I like to do, so many things that intrigued me right.

Anthony: Yep.

Randy: Sort of that scientific curiosity. I think a lot of engineers are like that. We're always curious about things and I've never lost that curiosity, even about things that aren't directly related to my niche of civil engineering. I always had that interest and so here I am partway, most of the way through this presidential chairs at ASCE and you could say at almost fifty-five, maybe most of the way through my career as a Civil Engineer. There's still so many things yet that I just don't know about that I'm curious about. So I guess some of that is trying to read or go to websites, things that interest you.

Anthony: Right.

Randy: I'm always googling things or "That's an interesting question," and I'll try to find out more about it. I'm always curious.

Anthony: Okay.

Randy: I think part of the thing that's happened to me as I've gotten further into my career is learning more about the context of practice of civil engineering and so you get into some of the history around what we do, what that means for the future, more involvement in government side of civil engineering.

Anthony: Okay.

Randy: So there's, and certainly the sustainability side of what we do has become so important.

Anthony: Sure.

Randy: And so trying to figure out how all that fits together. So I'm never going to run out of things to

be interested in.

Anthony: Okay, no that makes sense.

Randy: Never been in my nature.

Anthony: I think that the one key point too that I really like in your answer there was the idea of planning. That's the way I kind of approached this challenge, is that I'm continually planning, setting goals, reassessing my career so that it's not like, I never get to a point really where I'm like, "Okay, I've kind of hit this mark now. I don't know what to do next."

Randy: Right. Right.

Anthony: Because I'm looking at the big picture. I try to regularly.

Randy: And it's, I mean being President of ASCE, once in a lifetime, once in a career opportunity. I mean phenomenal experience. It'll change me forever. I'll never be the same again. My mom made the comment, "Once in Paris, never the same." Basically once you've done this it changes how you look at everything, professionally.

Anthony: Sure.

Randy: And maybe somewhat personally. Two weeks ago we were in Australia and New Zealand for meetings.

Anthony: Wow.

Randy: So just that, I mean I wanted to be there someday.

Anthony: Right.

Randy: But to have a purpose to be there, to meet with other Civil Engineers is just a phenomenal thing. It's just phenomenal. It's morning, noon and night. I mean you get up and meet with someone for breakfast. You end up meeting with people for dinner. There's very little downtime. You pretty much get exhausted but intellectually it's just so motivating. It really is.

Anthony: I agree. I hear you. I mean just from my own experience, getting to travel around the country and speak to engineers. Like you said, it's one thing to be able to go and see some great

The ENGINEERING CAREER COACH

WITH
ANTHONY
FASANO 

places but when you go there with a purpose and you can have an impact it's really powerful.

Alright Randy, just a couple more questions and then. One question that I get a lot from engineers is - it's a tough job with regards to deadlines and stress being an engineer because we have projects, we've got specifications that's got to go out, we've got all kinds of deadlines we have to meet, clients we have to deal with, difficult conditions throughout the world that we're dealing with. The one challenge that I see a lot is trying to have a great career as an engineer and then also maintaining a family life, that whole idea of work/life balance and having a little bit of both. I'm wondering, based on your experience as an engineer - and obviously you're someone who has a lot of professional endeavors - how you're able to or what advice you can give to someone who's trying to kind of juggle these? I know that there's no solution for this. I mean you work, you spend time with the family, you spend time at home and there's a back and forth. I go through this myself. But maybe there's some tips or strategies that you can share that you've used.

Randy: Yeah, that's a great question and I come from a family that's always been involved in professional activities in addition to their job, so there's always been that push and pull. My wife works fulltime for NASA Glenn Research Center here in Cleveland. So she's thirty years there. So she has a professional career. We have three kids. Two are in college in PhD programs and one's still in high school. And we've always involved the family in our endeavors. So we essentially blurred the line between work and family and profession. My definition of a profession is that that is the way it is. You can't put it in a box...

Anthony: Right.

Randy: ...or put it away when you go home at night or on the weekend. And I think once you commit to that reality, if you want to be successful and make a difference, it's all one continuum. So taking ASCE things for instance, we'd have conferences or meetings across the country. When appropriate we'd bring the family along, connect a family vacation on one end or the other.

And I think our kids grow up understanding this is what my parents do, this is what life is like - probably not realizing that that's not true for a lot of people. And so it enriches them. It enriches us as a family. And there are times I've gone with my wife to meetings she's had with NASA, some pretty cool places I might add. And once again, that natural curiosity, try to put that into your kids. My wife and I met in college. She was President of the student chapter of AIAA, which is aeronautics and astronautics and I was student chapter President of ASCE. So I guess we knew what we were getting into thirty plus years ago. But I think the key message is this blending of family and profession. It's one. You can't try to separate them. I mean our kids, we went through all these years with kids and school, getting them places and doing their stuff and all their activities. That's part of the family continuum too. So I think if anybody sort of tries to separate out those lines you're never successful.

The ENGINEERING CAREER COACH

WITH
ANTHONY
FASANO 

So you have to figure out how to balance it. I like what you said - there's really not an answer, one answer. It's a continual adjustment.

Anthony: Right. I agree with that a hundred percent Randy and I think the one thing that you said that I think makes a lot of sense to me is that, and what I believe is again, if you're doing something that you're passionate about for your career there's no line between the two. You know what I mean?

Randy: That's right.

Anthony: Because that's you. That's you at work. That's you at home. You want to be yourself all the time right, twenty-four hours a day?

Randy: Right.

Anthony: And that's the way I look at it. Because when, and that's what I tell engineers when they're miserable in their job and they go home, "Ah I can relax at home," I say to them, "Well if you're miserable in your job maybe you're not doing the right job."

Randy: Yeah.

Anthony: You have to think about that.

Randy: Right.

Anthony: There's no, you can't turn yourself off and on.

Randy: That's right. I mean I think all of us by the time we get partway through our career have told colleagues, friend in our profession, "Why are you sticking around when you don't like it?"

Anthony: Right.

Randy: Move on to something else. And there's something to be said for that. I moved quickly. The first little while in my career I changed jobs fairly often. I learned from each of them what more suited me versus the previous one. But the other thing about tying in to your family I think is when it is frustrating at work and you do have challenges don't internalize them. Your family needs to know that life isn't easy, you have to put work into it. So I think your, if you're someone with kids they need to see that you have to do your homework too, just like they do. And sometimes it's harder than you want it to be and so I think then expectations get set appropriately.

The ENGINEERING CAREER COACH

WITH
ANTHONY
FASANO 

Anthony: Right. Yeah, no that's great. Thank you for that. So one other question Randy. What is your kind of ultimate goal? Like if you had one goal in your career as an engineer that you had to look back on and say, "This is what I wanted to accomplish," or, "This is what I know I want to accomplish when I'm done." I mean I know it's a whole lot to sum up a career in a sentence or so but just, maybe you can give me some thoughts on some of the things that you hope you can leave your impact on this industry with.

Randy: Yeah, that's a great question and of course I always have lots of ideas towards that because I'm always planning ahead, as we talked about a moment ago. I think this concept of what ASCE calls Vision 2025, the engineer of the future, which is this much more all-encompassing engineering leader. So I think we often think of ourselves as the master builders, right?

Anthony: Right.

Randy: I think that's a story that goes back maybe to Roman times, two thousand years or so. But in today's world there's a lot more to it than that and we talk about public policy, we talk about environmental policy, we talk about having additional breadth and depth professionally, business skills, soft skills as well as even more and more technical skills.

I think if there were one thing out of this Vision 2025 that ASCE has, that I would hope I've left a mark on, is that, it's that you're as successful of a civil engineer if you spend your career in public policy, environmental policy as you are to have become the greatest structural engineer or the greatest road lay engineer or environmental engineer. That our profession needs leaders in government, in public policy as much as it needs leaders in the next tallest, biggest building. And I think sometimes we sell short careers in civil engineering that aren't sort of hard, that you can't touch, you can't kick the tires or kick the concrete or the curb, as we say. We need ASCE leaders, civil engineering leaders that are leading the country not just leading the profession, not that that isn't incredibly significant.

Anthony: Sure.

Randy: But we have so much to offer as civil engineers that we don't have to do just traditional infrastructure to have an impact. So I hope that at the end of my career, and I don't expect to necessarily personally be in those jobs, but in going around the country I've talked about that to students, about this career and doing somewhat non-traditional areas of civil engineering and I see a lot of eyes that light up. They see this as important for our country, for our profession, to lead in a different way.

Anthony: That's great. That's great Randy. And just to build on that for everyone out there listening, I think it's a strong message that Randy just gave you, is that when you get out of school these days

The ENGINEERING CAREER COACH

WITH
ANTHONY
FASANO 

and when you're a younger engineer, you don't just have to go online and say, "Let me find a job, let me look for these certain jobs," because there's probably jobs out there that you could either create or that are going to be created for you in the next few years. So I think it's great because I think it just means that engineering background gives you so much opportunity that you don't even see it right now.

And I know what Randy's saying because when I speak, I speak for thousands of engineering students over the course of a year and a lot of times they're Civil Engineers and when I ask them what they want to do, nine out of ten kids tell me, "I want to be a structural engineer," the same thing that I said when I graduated. Because listen, when you're in school you're doing bridges, you're doing beams. That stuff is exciting. And nothing against structural engineering, I love it myself but I went in a different direction. My point is, is that you don't even realize all the opportunities that are out there. So just be open, I think you have to be open to them and you'll go along and you'll see what's out there and you'll see what works for you. And you can become a leader, and you can become a leader - and I had another expert on the field of sustainability on a podcast that I recorded, that will be getting out there and he said something very interesting to me, is that if you want to be a leader in the field of sustainability there's some leaders that are very young because it's a young field. So you don't even have to have twenty, thirty years of experience to become a leader in the field of sustainability. So that's a lot of opportunity there.

So these are some great things that Randy has kind of gone over with us. Randy, I don't want to take too much more of your time, I know you're busy but just one question as we close things out here. You told us a lot of information today and hopefully everyone here will find it useful. I think they will. But of everything that you've told us about, there's all different aspects to those three top pieces of career advice, what is one thing that you would say that has made your career rewarding? One thing that you've done that's really made you feel fulfilled, feel that you have a rewarding career?

Randy: It's a great question and I actually, the first time that question was asked to me I was at Washington State University, which is in Eastern Washington State. A young lady - I think she's a graduate student - asked the question, said, "What in your career has really..." And I said, "Right now, today." I said, "As President of ASCE," that I couldn't have imagined what it would be like years ago, having that opportunity, being able to make a difference at a whole other level.

Anthony: Right.

Randy: What I'd done before has been absolutely a phenomenal experience.

Anthony: That's great.



Randy: So everyone on this drive for some kind of a similar opportunity. I mean I put my regular career mostly on hold to do this.

Anthony: Sure.

Randy: And as the people that have come before me have done as well and I think we'd all say it was the best thing we ever did in our career, being able to make a difference. And one of the things I'd like to say with ASCE is I get back double what I ever put in. It's amazing what personal growth I've had through ASCE experience and leadership roles. It's just phenomenal. I wish I could, everybody could do this.

Anthony: Sure. Sure that's great. So it's basically, for those of you out there, Randy what you're saying is leadership opportunities, where you have the ability to make a difference, to make a change, to make an impact.

Randy: Right. It's to make a difference on a whole other level.

Anthony: Right.

Randy: It's one thing to lead a project that I think improves a community for a couple generations. That's incredibly important and I don't mean to say that isn't, but in leadership positions, when you're leading others that are doing those kinds of incredible things is really rewarding. So likewise, being able to be the President of ASCE, which is helping to lead others to do great things, it is just incredible.

Anthony: Well Randy, thanks so much for your time today. I really appreciate you spending some time here with me and sharing kind of your experience with all of the engineers out there.

Randy: You're welcome. Loved to do it and good luck with your podcasts. I think it's a great idea. Glad you thought of it.

Anthony: Thanks Randy.

Randy: Thanks Anthony.



Anthony's Career Changing Tip: Before I get into today's career changing tip, I want to let you know that you can access the show notes for today's show at engineeringcareercoach.com/andy. Again, engineeringcareercoach.com/andy and I would encourage you to visit that link and at the bottom of the post please leave some comments as to any piece of engineering career advice that you could offer to other engineers, whether you've been working for two years, five years or thirty years. I always love when engineers can share advice that will help other engineers because it's powerful and that's kind of the reasons I started this show. So please visit the link, leave us some thoughts. And now it's time for our career changing tip.

I hope everyone enjoyed the interview with Randy Over. It's now time for our career changing tip and this is where I try to give a recommendation for you to try to implement something into your career and life that will make a change. And today I want to build off of one very interesting point that Randy made, which was the idea of work/life blending. And I do believe that, that there really is a way that you can draw a line in the sand, so to speak, between work and home, work and family. You have to kind of blend them together in a positive way. At least that's my belief, from my experience.

So what I want to recommend that you do, and I want to urge you to do, is I want you to do one thing in the next month or so where you try to blend your professional life with your personal life, whether it's bringing your spouse or your family to an event or conference, a dinner meeting. Or one thing you might do is - if you have an office at home - maybe you take one thing home to work on but you work on it early in the morning before anyone's up and by doing so you're able to get home that night for dinner, trying to integrate these two things together to bring more balance to your life. How can you do that? It's something that's so important and I said it in the interview and I'll say it again, if you're passionate about what you do then there's no such thing as work/life balance because it's you twenty-four hours a day. So try to figure out at least one way to start that you can try to create your own work/life blend.

Anthony's Closing Remarks: I hope you enjoyed the show. Before I leave I do want to let you know that I have a comprehensive, totally free and available guide for engineers on my website that actually has seven videos built into it on how to develop all of your core professional skills; goal setting, communication, networking, leadership. You can check it out by simply visiting engineercareerguide.com, that's engineercareerguide.com. So please use the resources and I look forward to seeing you on the next session of ***The Engineering Career Coach Podcast***.

Thank you for listening to ***The Engineering Career Coach Podcast***, with Anthony Fasano - transforming engineering career development one engineer at a time.

For tons of free engineering career resources visit <http://www.engineeringcareercoach.com>