

# Tips for Young Member (YM) Success

Presented by

Dick Kochanek, F.SAME  
MELE Associates  
Director of Fellows  
San Antonio Post

# Overview

- Background on information
- Getting Jobs – What Employers Look For
- Top Performers
- OK/Average Employees
- Role of Young Member (YM) in SAME

# Background

- Perspective of 45 plus individuals (male & female)
- Representing 36 public agencies/companies
- Ideas from project managers, senior managers, vice presidents, senior military/government leaders and even company owners
- Company reps are from both small and large businesses

## Background (2)

- Information based on responses to the following:
  - When you bring in/select a new young military officer/ engineer/ other employee for your organization, what do you focus on for making your selection of the individual?
  - For the young professionals you worked with that you considered to be truly outstanding performers, what traits/ characteristics did they exhibit that made you feel they were outstanding performers?
  - Conversely, what identified to you that a young professional was just a OK/average performer?
  - What do you see as the role (or should be the role) of the YM in a SAME Post?

# What Employers Look For

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## Step 1 – Screening the Resume/Application

# What Employers Look For (1)

- Education
  - Relevant to job
  - Undergraduate degree
    - Broad background generally better
    - Adequacy – what University/College
  - Advanced degree
    - Kind not that important unless specialty job
    - Working if doesn't have
  - Other continuing education
  - Subject matter expert for specialty job

## What Employers Look For (2)

- Registration
  - Very important if needed for job
  - Ability to get
  - Working if doesn't have
  - Other applicable certifications & licenses
    - CFM
    - PMP
    - LEED
    - CCM

## What Employers Look For (3)

- Personal Skills
  - Excellent oral and written communication
  - Time management skills
  - Computer skills
    - Comfortable
    - Leverage to do more
    - Self taught – almost better
  - Familiarity with latest technology



## What Employers Look For (4)

- Intra-personnel skills
  - Networking abilities (co-workers, customer)
  - Customer relations
  - Teamwork (leader, member)
  - Use skills for betterment of society
  - Communicate within organization
  - Global thinking
  - Service to others (individuals, community)

# What Employers Look For (5)

- Work Experience
  - Varied, depth, breath and relevant to job sought
  - 2-4 years at professional level
  - Pluses
    - Project Management
    - Military/DoD experience
    - On site supervision
    - Dirt under fingernails/hands-on
  - Job Descriptions - management abilities, technical capabilities
  - How many jobs, what jobs – not “job-hopping”
  - What types of contacts
  - Experience can outweigh education
  - College Graduate – did individual work way through college
  - Internship program – a jump start

## What Employers Look For (6)

- Job Performance
  - Results oriented
  - Decisive
  - Sound reasoning
  - Adherence to policy
  - On high-visibility and slug jobs
  - Professional awards and recognition
  - Meet fast paced schedules
  - Does past performance indicate can assume new responsibility and perform well
  - Opinions on past performance by key supervisors
  - Relations with supervisors

# What Employers Look For

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Does Your Resume Really Reflect YOU ???

# What Employers Look For

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## Step 2 – The Interview (“Selling Yourself”)

## What Employers Look For (7)

- Right person, right job at right time
  - Match job requirements
  - Fit with organization/company culture
  - Right values (honesty, integrity, loyalty, etc.)
  - Committed to learning and growing no matter what the job
  - Willingness to travel/re-locate
  - Strong work ethic – “Service before Self”
  - Think and respond quickly

## What Employers Look For (8)

- Right person, right job at right time (cont'd)
  - Energetic and enthusiastic
  - Professional appearance
  - Initiative/self motivation
  - Capability to do more than what is required
  - Commitment to high standards

## What Employers Look For (9)

- Attitude – “Positive”
  - Ability to Grasp New Ideas
  - More than just a pay check
  - Perspective on life
  - Willingness to learn
  - Balance of fun and focus
  - Service to others
  - Hit ground running
  - Willingness to learn business aspects



## What Employers Look For (10)

- Career Ownership
  - Career Ambitions
  - Passion for chosen career
  - Involvement in professional related societies

# What Employers Look For

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Step 3 – You Have the Job – What Now ???

# Traits of Top Performers

- Fire in the belly
- Attitude contagious – positive influence on others
- Team player
- Mission/result-focused
- Attention to detail - timely, high quality products
- Motivated to produce deliverables
- Willingness to speak out – professional & articulate
- Not afraid to ask questions
- Strong values – trust, loyalty, integrity
- Strong work ethic

## Traits of Top Performers (2)

- Self-starter
- Technically proficient - able to apply engineering skills learned
- Excellent oral and written skills
- Feels most important job is current one
- Talks ideas and seeks feedback
- Always want to learn something new
- Plays offense rather than defense
- Tackles any task
- Seeks out new challenges

## Traits of Top Performers (3)

- Interested in business aspects of profession, support services
- Determination – “stick-to-itiveness”
- Desire to get involved – will help others
- Thinks ethically
- Willing to “pay dues” to work their way up
- Balance in life and work
- Make workplace fun - make offices better
- Good listener

## Traits of Top Performers (4)

- Can stand in for boss anytime
- Sense of humor
- Takes responsibility
- Sought after by others - well liked/respected
- Finds permanent solutions not temporary ones

## The “OK” Performer

- Do good job but doesn't seek increasing challenge
- Unwilling to stand up for what they believe
- Does just what he/she is told
- Waits for next assignment
- Hesitant to ask questions or seek guidance
- Wants others to make decisions without ideas
- Not interested in understanding company or business
- “What's in for me” attitude – no focus on results

## The “OK” Performer (2)

- No real desire to do the work
- Lack of attention to quality
- “Clock puncher” – work ethic issues
- More concerned about “showing those old guys” – “watch me” attitude
- Takes credit earned by others
- Finger pointer



## YM Role in SAME

- Bring energy to Post
- Fresh new perspective on programs and activities
- Take ownership of Post – YMs are the “future”
- Active participation in all Committees – not pigeon holed to YM Committee
- Be Board members – work way to VP and President positions
- Volunteer and lead
  - K-12 Mentoring
  - College Outreach

## YM Role in SAME (2)

- Be involved – it’s not “young versus old”
- Be mentors to the “old generation”
- Develop your networking skills
- Great for coach-getting opportunities
- Learn how to “sell”
- Take advantage of many growth opportunities
  - Interact with other technical disciplines
  - Increase your technical competence
  - Share information and ideas

# Questions

- Contact:

Dick Kochanek

Phone: (210) 536-5471 or 884-9731

Email: [richard.kochanek.ctr@brooks.af.mil](mailto:richard.kochanek.ctr@brooks.af.mil) or  
[dkochanek@satx.rr.com](mailto:dkochanek@satx.rr.com)