

Achieving Career Goals

by

*Learning From Other People's Experiences and
Applying What You Learn With Imagination*

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Abstract

This talk will present a practitioner's viewpoints on how to enhance your ability to achieve your career goals. The talk draws input based upon my 50 years' experience since graduating from college in 1956. The emphasis will be on learning from the experiences of others by understanding the underpinnings of their success stories. It is then necessary for you to internalize and adopt them to your own situation. In other words, learn from the experiences of others, but then use your imagination to apply them to your own situation.



This picture was taken in 1960, the year I joined IBM in Poughkeepsie. I just want to prove that I was young once.

My One Minute Story

Since joining IBM, I have been surrounded by good people who inspired me, challenged me, and most importantly guided and supported me. Occasionally, people including my own children have asked me, what is my secret to enjoy smooth sailing for so long. I honestly do not know the answer, but, I firmly believe that the key to success in professional life is an ongoing investment of hard work and perseverance. Of course luck is also a part of it. However, it has been my experience that the harder you work, the luckier you get. I also believe that you must have a balanced life. This means that you should find time to do other things as well, such as practicing the religion of your choice, regular exercise, and engaging in sports or other activities you enjoy. Personally I like winter skiing, summer sailing, and golfing whenever I find time. Finally, I have been happily married since 1963 and I will let the next two slides tell the rest of the story.



My 2004 family reunion in Southern California with my 4 children, their spouses and 6 grandchildren.



A 2005 virtual reunion of my 8 grandchildren through electronic photo editing.

**Career
Success = f (IQ, EQ, AQ, WF, LF, OF, HF,....)**

Where,

IQ = Intelligence Quotient

EQ = Emotional Quotient

AQ = Adversity Quotient

WF = Work Factor

LF = Likability Factor

OF = Opportunity Factor

HF = Health Factor

What Makes A Winner

In many years of interviewing successful people – Olympic athletes, business executives, astronauts, government leaders and others – *I have come to realize that there is a fine line between them and the rest of the pack.* I call this line the *winner's edge*.

This edge is not the result of a privileged environment, or having a high I.Q., a superior education or unusual talent. Nor is it a matter of luck. *The key to the winner's edge, I have found, is attitude.*

There are many ingredients in a winning attitude, but the most important is *being honest with yourself.*

Winners take the talent or potential they were born with and use it fully toward the purpose that makes them feel worthwhile. *In short, losers let life happen to them; winners make it happen.*

The Winner's Edge
Dr. Denis Waitley

Success

No matter how we define *success*, it is always related to four key personal goals:

- *Undisputed competence*
- *Consistent pursuit of excellence*
- *Responsible behavior*
- *Sociable, synergistic relationships with others*

No matter what we do or what credentials we hold, those are the qualities of a professional. Try this checklist if you want to know where you stand.

Jeff Hibbard
IBM Technical Journal

Success Secrets

- "There are no secrets to success. Don't waste time looking for them. Success is the result of *perfection, hard work, learning from failure.*"
- "Leadership is the art of accomplishing more than the science of management says is possible."

General Colin L. Powell
Quoted in Parade Magazine

Treat People Like Winners!

In fact, *most new business breakthroughs come from small bands of zealots* operating outside the mainstream.

The excellent companies were above all, brilliant on the basics. These companies worked hard to keep things simple in a complex world. They permitted some chaos in return for quick action and regular experimentation.

We can view *excellence as the quality of continuous creativity.* companies that are excellent are able to keep themselves *forever young in spirit, through a kind of constant rebirth.*

In Search of Excellence
Edward Ziegler

How To Triumph in The Face of Adversity - AQ

If you have a high AQ, you are more likely to succeed. AQ stands for adversity quotient. It is a predictor of success that may work even better than others. AQ measures how you will handle adversity, said Paul Stoltz who developed this to help people to determine whether they will be ready when adversity strikes.

Morey Stettner
Investor's Business Daily
9/23/2005

The Likeability Factor - LF

According to Tim Sanders, Chief Solutions Officer at Yahoo, the key to personal and professional success is LIKEABILITY. Sanders spent time studying how Yahoo's 7500 employees interacted and got along. He discovered that the key to personal and professional success wasn't skill or hard work so much as LIKEABILITY. More details can be found in his new book *The Likeability Factor* published by the Crown Publishing Group.

In her book titled *Confidence* published by Crown Business in 2004, Rosabeth Kanter, professor, consultant and author says that the expectation of success is more important to securing it than talent, knowledge or self-confidence.

“Confidence isn’t optimism or pessimism, and it’s not a character attribute,” said Ms. Kanter, “It’s the expectation of a positive outcome.” As Ms. Kanter sees it, talent, intelligence and knowledge are nice, but confidence is essential. Not arrogance or conceit which lead people to be complacent, or to overshoot. But she believes that someone with confidence, defined as a belief that persistence and hard work will yield results, will win out most every time over equally talented but insecure people.

Claudia H. Deutsch
New York Times
Sunday, 9/19/2004

In the future, the demand will be for “workers who are equipped not simply with technical knowledge, but with the ability to create, analyze and transform information and to interact effectively with others.”

Allan Greenspan
12/03/97

Secrets of Successful Leaders

Whether you are climbing the career ladder or just trying to get along in life, here is important advice for you:

The importance of being likable -

- No one can tell you exactly how to be likable. People who try too hard usually aren't. But it is possible to define some of the qualities that likable people have.
- One trait is optimism. There is an old saying, "The pessimist sees the difficulty in every opportunity and the optimist sees the opportunity in every difficulty".
- Another attribute of the likable person is the ability to make others comfortable. Leaders who keep their emotions under control put others at ease. These leaders accept others for who they are and thereby make people more productive.

From "You are the Message" by
Roger Ailes and Jon Kraushar

What Successful People Have in Common

A poll of movers and shakers shows what you need to make the most of yourself -

- *Common Sense*
- *Knowing One's Field*
- *Self-Reliance*
- *General Intelligence*
- *Ability to Get Things Done*

From "The Great American Success Story"
by George Gallup, Jr., and Alec M. Gallup
With William Proctor

What it Takes to be a Leader at GE

The Culture Finding a Better Way Every Day

GE Leaders :

- have a passion for excellence and hate bureaucracy.
- are open to ideas from anywhere.
- live quality... and drive cost and speed for competitive advantage.
- have the self-confidence to involve everyone and behave in a boundaryless fashion.
- create a clear, simple, reality-based vision.
- have enormous energy and the ability to energize others.
- stretch... set aggressive goals... reward progress... yet understand accountability and commitment.
- see change as an opportunity... not a threat.
- have global brains... and build diverse and global teams.

Jack Welch,
former GE CEO

Ten Steps to Success --- Before 40

Master them in time and you'll reap lifelong rewards !!

1. Do your homework
2. Develop your own style
3. Put your emotional life in order
4. Know your weaknesses
5. Know your strengths
6. Make a start at putting away your *I Quit Money*
7. Establish a network
8. Learn to delegate
9. Learn when to keep your mouth shut
10. Be loyal

And always keep your sense of humor. This side of heaven nothing lasts forever --- not even success.

Success
- Michael Korda

In 1953, nearly at the end of a long and productive career,
Albert Einstein said:

“I know quite certainly that I myself have no special
talent. *Curiosity, obsession, and dogged endurance,*
combined with *self criticism,* have brought me my ideas.”

This statement attests to his humility – and can pass as an
excellent formula for creative success in any field.

A Chinese general put it this way – “If the world is to be brought to order, my nation must first be changed. If my nation is to be changed my hometown must be made over. If my hometown is to be reordered, my family must first be set right. If my family is to be regenerated, I myself must first be.”

A. Purnell Bailey

RESOLUTIONS

- No one will ever get out of this world alive. Therefore resolve to maintain a reasonable sense of values.
- Take care of yourself. Good health is everyone's major source of wealth. without it, happiness is almost impossible.
- Resolve to be cheerful and helpful. People will repay you in kind.
- Avoid angry, abrasive persons. They are generally vengeful.
- Avoid zealots. They are generally humorless.
- Resolve to listen more and talk less. No one ever learns anything by talking.
- Be careful of giving advice. Wise men don't need it and fools won't heed it.
- Resolve to be tender with the young, compassionate with the aged, sympathetic with the striving and tolerant of the weak and the strong. Sometime in life you will have been all of these.
- Do not equate money with success. There are many successful money-makers who are miserable failures as human beings. What counts most about success is how a person achieves it.

by Lloyd Shearer

IBD's 10 Secrets to Success

Investor's Business Daily has spent years analyzing leaders and successful people in all walks of life. Most have traits that, when combined, can turn dreams into reality.

- 1) **How You Think Is Everything:** Always be positive. Think success, not failure. Be aware of a negative environment.
- 2) **Decide Upon Your True Dreams And Goals:** Write down your specific goals and develop a plan to reach them.
- 3) **Take Action:** Goals are nothing without action. Do not be afraid to get started. Just do it.
- 4) **Never Stop Learning:** Go Back to school or read books. Get training and acquire skills.
- 5) **Be Persistent And Work Hard:** Success is a marathon, not a sprint. Never give up.
- 6) **Learn To Analyze Details:** Get all the facts. Learn from your mistakes.
- 7) **Focus Your Time And Money:** Do not let other people or things distract you.
- 8) **Do Not Be Afraid To Innovate – Be Different:** Following the herd is a sure way to mediocrity.
- 9) **Deal And Communicate With People Effectively:** No person is an island. Learn to understand and motivate others.
- 10) **Be Honest And Dependable – Take Responsibility:** Otherwise Nos. 1-9 won't matter.

"Imagination is more important than knowledge."

Albert Einstein

*"Everyone is trying to accomplish something big,
not realizing that life is made up of little things."*

Frank A. Clark
Cowles Syndicate

"Perseverance – There is no substitute for hard work."

Thomas A. Edison

"The harder you work the luckier you get."

Gary Player

*"Healthy body, healthy mind – Only a healthy body can
support a healthy mind."*

Source Unknown

Finally, try to adopt
these 7 magic traits:

Honest

Open-minded

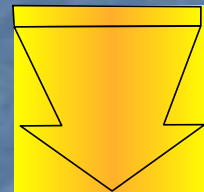
Positive

Eager

Friendly

Unique

Logical



HOPEFUL

Do not look back to the good old days; instead look ahead to the better new days.

Thank You
and
Good Luck