

# The ENGINEERING CAREER COACH

WITH

ANTHONY  
FASANO

## The ENGINEERING CAREER COACH PODCAST

### SESSION # 4

### Creating Opportunities in Your Engineering Career

Show notes at: [engineeringcareercoach.com/session4](http://engineeringcareercoach.com/session4)

**Anthony's Upfront Intro:** This is *The Engineering Career Coach Podcast with Anthony Fasano Session # 4*. In this session, I'm going to help an engineer who is currently discouraged and not feeling so great about his current employment situation. I'm going to help him realize how he can engineer his own opportunity in this position and soar to reach his goals and I hope that in the process I can help you to do the same. Let's rock 'n roll!

**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.

Hello, hello, hello everybody, this is Anthony Fasano, your engineering career coach and I welcome you to the *Engineering Career Coach Podcast Session # 4*. And first of all I'm really excited because I've been getting really great feedback on the first three sessions of the show and I really appreciate the feedback from everyone. Those of you out there that have been listening, please do me a favor and leave an honest review on iTunes so that I can get some feedback and I can make sure that I either make this show better, or at least know that we're on the right track with some of the topics that we've been getting into.

And I'm excited about today's show because in today's show I am going to help an engineer who kind of feels upset or discouraged in his current situation. He just doesn't realize that it's up to him to really create his own opportunities so I am going to help him with that and all of you out there I want to let you know that I created a pretty awesome - at least what I think is a pretty awesome - guide to helping you create an extraordinary engineering career. It has seven video tutorials on how to develop your soft skills or your non-technical skills. You can check out the guide at [engineercareerguide.com](http://engineercareerguide.com). Again that's [engineercareerguide.com](http://engineercareerguide.com), and as always, comments are encouraged on the bottom of the guide to let me know what you think of it, or what you think I should add to it. So again, please take advantage of that resource.

So, before I get into kind of our motivational moment to get the show kicked off and those of you that have listened before also know that at the end of the show I have a career-changing tip and the one that I'm going to give you today is going to change the way you think so definitely stay tuned for that.

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But before I get into it I just want to say I had the opportunity to go to Alaska. I went in the last few weeks here for a series of speaking engagements to some engineers out there and I just want to say it was an amazing trip. Alaska itself is beautiful, breathtaking and it wasn't even really the best time of year to go there, but the people there were great too and any of you out there in Alaska that are listening to this show, thank you. Thank you, really for your hospitality out there, taking me out to dinners at night, showing me around. One of the engineers took me to the Mendenhall glacier in Juneau and it was really just a breathtaking experience being there and being able to do some of the things that I was able to do on top of, of course speaking for over a hundred engineers and engineering students over the course of a week. So again, just a shout out to everybody out there that was there that was helpful. I appreciate that opportunity and I look forward to connecting with some of you as we move forward here into the future.

So with that what I'd like to do now to get us going for today and today's topic is kind of creating your opportunity. I want to start us off with two quotes in our motivational moment.

## Anthony's Motivational Moment:

In today's motivational moment I actually have two quotes for you, which is, usually we have one, but I felt that there were two really strong quotes on the idea of creating opportunities in your career and that's how you engineer your own success so the first quote goes like this, "A wise man will make more opportunities than he finds," by Francis Bacon. Again, "A wise man will make more opportunities than he finds."

The second quote is, "If opportunity doesn't knock, build a door," by Milton Berle. And again, that's an awesome quote, "If opportunity doesn't knock, build a door." And that quote really summarizes the coaching segment you're going to hear in a few minutes, with an engineer who kind of feels like he's stuck but has a lot more power than he thinks he does and that's just what I want to take a minute to talk about. I mean the reason that I titled my book **Engineering Your Own Success** is because that's what you have to do in your engineering career, you have to engineer your own success. It's up to you to create opportunities. Nobody's going to come and hand you a title. Nobody's going to come and hand you a raise, right. These are things that you have to go after and you have to get and I'm hoping that by listening to this show, you're picking up all of the skill sets, new strategies for doing this in your career, but a big part of it starts with your mindset. If you don't believe that you can create opportunities in your career or your life for that matter then you absolutely won't do it. So I really want to impress that upon you, and you'll see in this coaching segment coming up with this engineer that he didn't even think that that was possible for him and I had to kind of shake that into him and that was a big deal for him.

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Alright, so those of you that are listening to this, maybe your confidence isn't where it needs to be, maybe you struggle with the idea that if I could actually create an opportunity for myself. Alright, well again think about these quotes, if opportunity doesn't knock in your engineering career, build a door if there's way to do it, get it done. You're more powerful than you think and that's something I really want you to constantly tell yourself. That's how you build your confidence, at least that's one way of building your confidence right, so please keep that in mind. That's something that I preach to the members of my **Institute for Engineering Career Development** everyday. They're probably sick of me saying that to them because it's just that important.

So with that, let's get into our coaching segment and let's help this engineer understand the power that he has in creating opportunities and hopefully I can help you to understand the same thing. Let's go!

## Coaching Segment:

Now it's time for our coaching session on today's podcast and our guest today is Robert from Pittsburgh, Pennsylvania, or he's now in Pittsburgh, Pennsylvania, and we'll get into that in a little while. Robert is a licensed professional engineer. He's a structural engineer. He has graduated about twelve or so years ago and basically I wanted to have Robert come on the show because I thought he had a very interesting challenge and I'm going to read you now his application. It says, "I moved from DC to Pittsburgh to be with my wife's and my family. I had just been promoted to project manager and really liked my last job I took a project engineer position for a midsize civil engineering firm with a small structural department, but the work and opportunity has been slow going." Right so with that, again, let's welcome in Robert, how you doing today Robert?

**Robert:** Hi, how's it going?

**Anthony:** So I read you challenge here but take us through it a little bit more. So you had a good job in DC you like it a lot. And then in your relocation. I guess you kind of, you had to take a job so you took the job you could get, which was not exactly you were looking to do.

**Robert:** Yes, I mean they said that they're looking to slowly grow the department so I kind of saw an opportunity as far as kind of getting in on the ground floor of it growing to eventually a six to eight person department.

**Anthony:** How long ago was this Robert that you relocated?

**Robert:** A year ago.

**Anthony:** Okay so you've been in this position for a year now at this company. Okay, so again for

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those of you out there you can think about it, put yourself in Roberts position, you're at a company, you're project manager, it's going well then you relocate to a different part of the country to be with family and you have to take a lower position, more as a designing engineer with a small company that has promised some growth of a small structural department. And I can appreciate what Robert was thinking, he saw an opportunity there and that's certainly the way that I would've thought about it, and it is not going so well as far as you know the opportunity, I guess, developing. So Robert, what do you think the problem is with why it's taking long for the department and everything to grow?

**Robert:** I mean it's just, I think they had a number of projects on the slate and a lot of those just didn't pan out. I can understand I mean business is business but I guess it would be nice having some project manager experience before to kind of help out with develop some new opportunities.

**Anthony:** Okay, tell me about your current role, your roles and responsibilities right now.

**Robert:** So essentially I'm the second licensed engineer. It's a pretty good blend because I have more building experience and the other guy who's the project manager for the department has more bridge and civil experience so it's a pretty good fit that way and then I can also cover some of the things with building façades and things like that.

**Anthony:** Okay, so you're basically, literally doing like design work, calculations reviews, stuff like that?

**Robert:** I actually spend a lot of, some calculations but actually a lot of report writing and putting together cost tables and things like that to complete work.

**Anthony:** Okay and what is, kind of paint me the picture of what is it that you would like to be doing more of rather than what you doing?

**Robert:** I guess it'd be kind of more of a project manager role that I'd just gotten set into.

**Anthony:** Explain that role to me, explain to me what that last position looked like in your company.

**Robert:** Basically the other thing too is I had a great mentor that I was working under and obviously that took years to develop at the old company and it's probably going to take years to develop here as well. At the old company company we worked well, we worked great together, my mentor and I and got along great with everybody in the firm.

**Anthony:** So were you managing people there?

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**Robert:** Yes, basically they had a pool of project engineers.

**Anthony:** Alright so you had some managerial work. Were you working with, were you corresponding with clients in that role?

**Robert:** Yes.

**Anthony:** Okay, you were. Alright, so, so essentially you had a position where you were corresponding with clients, you were overseeing people, overseeing things and you basically took a position where you know you could say in a way it went down in grade as far as, you went backwards a little bit in your career to make a lifestyle change, be with family and now the question is what to do now I mean what is next. What's, what's next for you and what you do. What would you say some of your goals are short-term in your career in the next year or two?

**Robert:** Well, the next one's to get my (sounds like CO's) license I'm working on that now I'm going to be taking the second part of the test in October here, so I'm working on that and then I mean that's kind of the last thing as far as certifications I planned on attaining.

**Anthony:** Okay, what is it that you like about the management side of the PM role? What is it that you like so much about that?

**Robert:** It's an opportunity for growth both in responsibilities and in the company and I guess, thirdly, also in the compensation.

**Anthony:** Alright so, the question have you thought about the possibility of looking for a project manager position in the area I mean again I'm not, I don't like to say that I have people come on the show so we can try to make them leave their job, but I'm trying to help Robert in his situation here and want to see what he's been thinking.

**Robert:** It was kind of hard at first making the transition but I kind of figured unless something came back, unless an offer came through, an unsolicited by me offer, that came in that was too good to be true to pass up. Then I just figured that I was going to see how things went here for three years and then basically if I still wasn't happy then I would actively start looking for another position or start something on my own.

**Anthony:** Alright, so you gave yourself kind of a three-year horizon and you're one year in.

**Robert:** Correct.

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**Anthony:** Alright so the positive thing here is that Robert has some kind of end, some kind of light at the end of the tunnel at least for his own perspective which is good. I mean he's not just sitting in this job forever. He knows that he's given himself a timeline on it but what I'd like to try to help them do today's figure out a way that he can make this happen quicker than that, that he can either make it work in his position so he's happier and he can get those PM responsibilities that's the whole point of the show here so lets kind of dive into this a little bit more. Is your supervisor, Robert aware of your desire to take on project manager roles and responsibilities?

**Robert:** Yes, it was actually one of the things we talked about when I first started.

**Anthony:** Okay. Alright so you talked about that. He's aware of that. And has the company done anything or talked you about that?

**Robert:** Well, in the conversation was basically, you know he's kind of a more of a slow, organically grow the business which I can understand. He's a good guy and he's kind of connected with just about everybody in our city, which is a great thing to have but I guess on the other side. It's kind of like well you have a lot of great connections why are we kind of slow on, why are we kind of slow on work?

**Anthony:** Right.

**Robert:** So I mean and that's my supervisor, not the head of the department.

**Anthony:** Oh, okay so there's another, there's a head of the department and your supervisor.

**Robert:** Yes, we basically have the same boss, the same supervisor.

**Anthony:** Okay. Do you do primarily public or private work or both?

**Robert:** Both.

**Anthony:** Okay.

**Robert:** Yes, right now it's been a lot of public work. You know the kind of focus is trying to grow the private part of it.

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**Anthony:** So let me ask you this question, what do you think it would take on your part to be able to get those project manager responsibilities in that position?

**Robert:** Basically I've just been trying to work, do as good a work as I can. We've been working with a lot of insurance companies, so all the insurance reports that I've done they've been pretty happy with.

**Anthony:** Well let me ask you this, what do you think it would take for the company to be able to give you that position?

**Robert:** Basically, we'd have to have more work. We're basically, there would be a need for a second project manager.

**Anthony:** Okay, and how can you contribute to that happening?

**Robert:** Basically trying to bring in more business and doing a great job in, hoping to get referrals and things like that from happy clients I get referred to other clients.

**Anthony:** Okay and the reason that I'm going down this road is because if I'm in your shoes I'm thinking to myself like, here's the bottom line, I want to be a project manager. I've given myself a couple years at this company. If I want to be a project manager at this company obviously one option is to go find a project management position in another company that's got more work. That's bigger whatever the case may be, and while that's always an option you given yourself a three-year timeframe here and it sounds like there's some positives about this company, so they may not be the best route right at this time.

So my other option is to say to myself, okay, well, the company, in order make me a project manager. They're going to get more work, and then the next question is how do I make that happen? That's always the way I like to think is, I don't want to rely on other people to help my goals to become a reality or make my goals to become a reality and in an essence you came in here, like you said you were transitioning you have a lot of stuff going on probably both personally and professionally. At the same time so you put yourself in the best position you could and now that you've been here, and you understand the way that this company works the way that this person works that you said they like to grow organically, etcetera. I think if I were you I would kind of say to myself listen, at the end of the day the only way I'm getting project manager at this company anytime soon, before the three years is over is if I kind of get out there and get us business and show the company that I can bring in business, I can grow this department. I could become a project manager and if you can do that. I think you can grow the department I think you can become a project manager and I think you solve a lot of those problems that you're having right now. Otherwise, in order for you to become a project

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manager at this company without you playing an integral role in it from business development standpoint, this company is going to have to somehow bring in enough work like in the next two years to do that. Do you think that's feasible for them to be able to do that realistically?

**Robert:** I don't know, I mean they've got a lot of other project managers that have great relationships that just haven't been able to leverage to kind of say hey we've been providing you with this type of service hey look at the structural side. I just really haven't got that cross-selling very much at this point.

**Anthony:** Tell me about your abilities to network, builds relationships, bring in business. Have you had experience with it is it something you're open to?

**Robert:** Yes, I actually brought in a client that basically they do due diligence surveys essentially it's like a home inspection for a large commercial building, so I brought in, we kind of did a lot of the facade structural roof part of that survey

**Anthony:** How did you bring them in?

**Robert:** Basically I just told them I moved cities and locations and they contacted me and asked me for a proposal so I passed and got them a proposal and some of them we worked out on and some of them we haven't.

**Anthony:** Was this a past client?

**Robert:** Yes, it was a past client from work.

**Anthony:** From your other company. Have you had any experience at all just like going out and networking and trying to bring in clients on your own like at events and stuff like that?

**Robert:** Yes, we went to a couple industry organizations events, haven't been to a whole lot of them just because we've got a newborn so just really haven't had the available evening time to be able to do something like that.

**Anthony:** That's great, congratulations on it. Okay so that makes sense and one of the things that, so let's step back from it, those of you listening, on the podcast today this is a great situation to think about in your engineering career because basically what I see this as and Robert alluded to this a little bit in the beginning is that there's a lot of opportunity here and I think in the beginning when Robert mentioned it was more along the lines of the smaller, structural department in a smaller company so there's a lot of opportunity for growth.

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The way I'm talking about it is I see a lot of opportunity for Robert here because right in front of him is a department that he's in. He's a couple steps below the top and he has an opportunity essentially to, yes there's an opportunity for growth for this company, but he has an opportunity to be a critical hand in that growth right by going out and obviously he's still new to the company still so he's still meeting people and learning, but that's how you seize opportunity and Robert has the opportunity here to grow this department himself and thus forcing himself into the project manager position.

And this is a good spot to be in because unfortunately a lot of engineers don't have the ability to create their own future like this where they're in a really large company, where they don't have the leeway to do things like that, or they might not have the support of a company or your whatever the case may be, so while this may not be the easiest route to go and Robert has other responsibilities, whether it's personal and obviously he's doing some reports and things of that nature. There is an opportunity here if Robert, if you can have the ability to try to know stretch your networking skills and develop them and get out there and meet some people and if I were you, Robert, and again I'm giving you some advice from my own experience I would have a sit-down talk with your, I would ask to have a sit-down talk with your supervisor and the department head, and I would say to them, "Listen, I came here year ago I was a project manager and I think I was a good project manager and I want to get back to the position here, but I understand that in order to do that we need to grow and I want to make that happen, I like it here, I like the company and I want to make this happen together. So what I'd like to do is I'd like to start to do a little more networking and building relationships and some business development for the company." And of course maybe it'll be some events in the evenings and maybe it'll be some luncheons, whatever the case may be, but this is something that I want to focus on and I want to do this and grow the company and get myself into that project manager role and really what I'm just looking for is your support on this, and I wanted to talk to you about this.

**Robert:** Yes, actually I've talked to them about doing some of that but it's kind of been shuffled off mostly because that's typically the roles of the project managers is doing kind of the quote, unquote non-billable, doing the lion's share of the non-billable marketing thing.

**Anthony:** No, I understand that, I can appreciate that because I ran into that situation in my career as well and what happened is I wanted to become a manager and I was doing a lot of the design work. And I was in the civil world and you do a design usually we had to go to a planning board meeting in the evening we had to present our design to the town and I noticed that the project managers would all go to these meetings and they would present, and they would do their thing. And what I said to the company was I said, 'Listen, I want to be a project manager so I want to go to the meetings, I mean I don't have to present but I want to go to the meetings, I want to see how it's done I want to watch I want to learn,' and what they said to me was, 'I'm sorry but we don't have money in the budget for you to go to those meetings, we can't charge our client for you to go to the meeting,' and so what I said you know what I'm just going to go to the meetings on my own time, I'm going to learn how to do

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do it, I'm going to do it. And I ended up going to the meetings on my own time, I took some notes, I watched how to do it and lo and behold I ended up becoming a partner there pretty young and I could attribute a lot of that to the ability to get out there and do that and listen, there's only so much you can do in the course of a day and with everything else that's going on, but my message to you Robert is you're going to have those conversations with managers all the time and they're not going to get it and they're going to like 'yes you to death' and they're going to say to you like, 'yeah, yeah, you know, whatever we support you whatever,' but at the end of the day it's really up to you to engineer your own success.

And that's why I named my book what I did, and so for you what I would just try to urge you to do is if your option or your thought process is to stay in this company for two more years and try to make it work, which I know that's kind of what we talked about here is I would do whatever you can do to try to grow this department, you, whatever you can do to push yourself towards that role and get out there, I mean listen building relationships, meeting people and doing that is only going to help you regardless of what happens with this company or not because you're building your own database and you're building good relationships in the industry so if I were you, that would kind of be the path that I would take so really there's not a lot of other options here because the other option is like I said, leave the company, and that's not really an option right now, but the only other option is to sit and wait. You've got to sit and you've got to wait for them to build, build the department If I was in your position I'd just, at know your age and where you're at in your career I just wouldn't want to wait for people to do that, you know what I mean?

**Robert:** Yes. So just to clarify what you're saying so basically I need to get out to more organization events, probably like (inaudible) and (inaudible) and things like that on my own time and to be able to network and things like that?

**Anthony:** Yes, I mean the way that you've got to think about it is this, is when you say your own time.. basically we're probably saying that the company may not be paying you for that time, you're going out, you're on your own but what it's your career. You know it's your reputation it's your contacts so essentially it doesn't matter whose time it is.

You're building something that's going to be helping you regardless. So yes that's exactly what I recommend is getting out to events getting into whatever groups you can get into and they don't all have to be engineering. They could just be something in the community too because let's face it, clients are going to come from others places not just engineers, so you get out there, you get a name for yourself going in Pittsburgh you start meeting people you get to know them, you start hopefully bring in some work and then all of a sudden these people are going to say you know what Robert's pretty serious, I mean he's bringing business in and you know this guy is a project manager and you know what, if it doesn't work out there then none of its wasted time because all the contacts that you made go with you wherever you go.

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That's part of your portfolio so to speak, and think of it this way too when we talk about doing it on your own time. If you do decide in a couple years to leave or whatever if anything happens God forbid and whatever happens everything that you're doing now all this stuff on your own time. All these contacts everything you're building up is just making you more marketable. You know what I mean?

**Robert:** Yes.

**Anthony:** It's more stuff for your resume, It's more connections you have, it's more potential for business in the future and these are the kind of things that other employers are going to look for down the road from you and you rather than sitting back now and just waiting, kind of waiting for this company to take off. I would take a more aggressive approach so that regardless of what happens with them, you're ready to go and listen if it works great. You can build this thing on your own, get some business development going that's great if it doesn't work out, at least you built some relationships and you can take them wherever you're going to go next and maybe you can even use that as leverage for your next opportunity.

**Robert:** Okay.

**Anthony:** Any thoughts? What are your thoughts right now?

**Robert:** Yes, I mean I've been trying to be aggressive as far as, I guess it's more of I've been kind of waiting to, asking for permission and kind of been told no whereas so basically you're suggesting just go out there and get it done.

**Anthony:** Yes, and I tell this all the time to the members of my *Institute for Engineering Career Development*, I tell them no-one else is going to develop your career right. It's totally up to you so you know, those people can tell you all they want that yet yeah we're going to do this or the project managers are going to take care of this or we're going to get to that, things are to happen and that's great. But you know what, that's not, I wouldn't be banking on that if I were you. I'd be taking it more in to my own hands and another thing that's an important thing to do to and I'm glad that you brought it up before that you said you had a newborn is have a talk with your wife too and this is something that I do a lot and I recommended to members of our community is say, 'Listen, we're here, we relocated, we're closer to family which is great. I'm not thrilled about the job,' and I'm sure you've already talked to her about this, but you say like, "listen for me, if I'm going to become a project manager and if it's going to work at this company I'm going to kind of dig my heels in, I'm going to get myself out, I'm going to get my name out there I'm going to try to bring business in for this company and make it happen and I'll need your support. There might be some nights I'm going to be out, there are some things that I have to do but it's ultimately going to be helping us with our future together helping us with hopefully our financial future and everything else about that,' and that's another way

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that will maybe help you commit to it and give you some more motivation because then when you're going out and doing some of these things on your own time, while maybe one night you're not going to be home to see your newborn. You're also thinking to yourself that this is ultimately for my family.

**Robert:** Yes.

**Anthony:** And that's something that I think is important because when you do this stuff it's for you. Your reputation. Like you said your family and that's everything that's and that's something that people don't think about it. Think about well why am I going to put the extra mile in if I've got to do something for the company on my own time, or whatever. The fact may be and I'm saying no, no it's not just for them, you're building your future here with all the skills you're doing. I mean even just doing that you're going to get better networking, you're going to build your skills, and this is just some of my advice, but this is what I would recommend to you.

**Robert:** Good so.

**Anthony:** Alright, so listen, I enjoyed the time together and I want to thank you for coming on, I hope that's helpful for you I hope you could take some things out of this and I hope those of you out there listening too may have a similar situation, but really it's just a general situation of kind of engineering your own success. Taking your career into your own hands and I hope that this show will inspire all of you as well to do that. So, thanks again Robert for coming on.

**Robert:** Thank you.

**Anthony's Career Changing Tip:** Alright I hope you all enjoyed my coaching call today with Robert because it's something that a lot of engineers go through; that lack of confidence that inability to understand that that they can create their own opportunities so I hope that now you can see that and what I want to do for you in this career changing tip is give you a strategy for maintaining this opportunistic mindset throughout your entire career and your life, alright. And this is something that changed my life when I implied this strategy, so please take it to heart, thinking opportunistically is huge, being able to think at everything that happens to you 'where's the opportunity' is huge but it's very difficult to do so how can you do that.

In coaching school when I attended the Institute for professional excellence in coaching and I give them credit for this process, is that they taught me to always ask myself two questions in every situation that I encounter and these are two questions that I want you to write down if you're listening or come back to the show notes later and get them when you go through a situation, ask yourself first. '**Where's the opportunity in this situation?**' that's the first thing you ask yourself, and that forces you to look for an opportunity look hard for an opportunity in the situation. Whatever the case may be, if you get laid off. The first thing you say to yourself is where's the opportunity in this situation. Maybe

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now you're going to be able to get a job that you like more, or if you don't hit a project deadline where's the opportunity and that maybe it allows you to fix a part of the plans that weren't going the right way in the beginning. That's the first question. If you look for opportunity and you don't find anything after a lot of looking than you go to the second question, which is '**How can I learn and grow from this situation?**' and again you're forcing yourself into the positive mindset so if you look for an opportunity and you couldn't find anything then you say well how can I learn and grow, you find something that you can learn and grow from some of the best motivational speakers out there just like Tony Robbins, for example, who I've always looked up to says that there's no such thing as failures there's only experiences and from each one. You learn and grow and you take things and you apply them to the next situation.

And that's kind of where I'm going with this idea, so those of you out there that struggle with the idea of being opportunistic. This is a way that you can do that and I hope that you implement this strategy today, it will change your life that I can guarantee you it's been a huge impact on me

**Anthony's Closing Remarks:** So, again, for those of you that are driving or you're commuting and you don't have, you're unable to write things down or you wanted to go back and listen to parts of the show. You can see all the show notes we'll kind of provide a summary and some old links that we talked about here in the show. You can go to [engineeringcareercoach.com](http://engineeringcareercoach.com).

Click on podcast and find session four or you can simply go to [engineeringcareercoach.com/session4](http://engineeringcareercoach.com/session4)

Before I end off for today let me remind you that you can also go to the website and get a free gift, which is a list of the top three resources that I used to become a partner in an engineering firm, at a young age and every one of those resources is free, believe it or not, you can get the list of resources by going to [engineeringcareercoach.com/freegift](http://engineeringcareercoach.com/freegift). You can download your list today.

So with that I want to thank you again for listening. I hope you enjoyed the topic for today and we'll catch up next week on the engineering career coach podcast. Until then I wish you an extraordinary engineering career.

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

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