

Making a Difference

A statement of Joe's guiding principles, behaviors and life lessons.

YOUR DESTINY IS IN YOUR OWN HANDS. Be authentic. Academic achievement and professional accolades are temporal and often ethereal. You will not be defined nor measured by how much money you make, your job title, or how many people work for you. **YOU WILL BE REMEMBERED FOR YOUR VALUES,** how you pass those values on to others, and ultimately, the future they create. Your character is the bedrock for your foundation. Solid foundations develop experience-by-experience. **SUCCESS IS THE OUTCOME OF A SERIES OF EXPERIENCES BUILT UP OVER TIME.** When planning your career, there are three things to consider: the job you have, the job you want, and most importantly, **YOU OWN THE DIFFERENCE BETWEEN THE NOW AND THE FUTURE.** When thinking about the future be aware that your next job runs right through the one you have now. **OWN THE NOW.** Have a bias for action and **FACE TOUGH DECISIONS HEAD-ON.** Life is like chess; you have to be prepared to sacrifice to have a chance at winning. It is better to be approximately correct rather than precisely wrong. You will make mistakes. When you are wrong, don't dwell on your mistakes; instead, learn, adapt, and overcome. **Identify the top five behaviors** by which you measure all your actions and decisions. **IT'S NOT ABOUT YOU!** Individuals can do remarkable things, but teams are a real force multiplier. Teams always win. **PARTICIPATE AND BE PRESENT IN ALL THINGS YOU DO!** If you cannot fully engage, don't waste the time of others for whom the issue is essential. **LISTEN, WHEN YOU ARE TALKING, YOU ARE NOT LISTENING!** Actively seek feedback from detractors as well as supporters. Feedback can be difficult to hear and at times feels like a lump of coal, however, when you look more closely what you have is a diamond in the rough. Extract it, polish it, and cherish it for the gift it is. **MAKE YOUR OWN DECISIONS AND BE PREPARED TO DEFEND THEM!** Many of the best ideas come from sources you least expect. The euphoria of today's performance rarely lasts; introspection and humility are the keys to your legacy. **ABOVE ALL, BE MORE THAN YOU SHOW!**