

A sunset over the ocean with a traditional outrigger canoe in the foreground. The sun is a large, bright yellow circle on the horizon, casting a warm glow across the sky in shades of orange and red. The water is dark and calm. The canoe is silhouetted against the bright sky, with its masts and outriggers visible.

What If? Just A.S.K.

The Magazine

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• **Summer 2020**

What If? Just A.S.K.

Summer [2020]

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The Philosophy

An understanding of the principles behind What If? Just A.S.K

Just A.S.K

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Key Skills

5 STEPS TO BEING AN EFFECTIVE CHANGE AGENT

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Occupational Spotlight

New section that will spotlight different occupations. This issue spotlights the occupation of Mechanical Engineering.

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1 | The Philosophy

Rodney D. Brooks



We believe the A.S.K. tool is essential in helping individuals to think of and look at alternatives. We believe that forward thinking drives ultimate success. We also believe that without a fundamental methodology that it is possible to stay focused.

What If?

What if you could change, improve, or become an influence in those things you desired to embark on? Would you do it? If someone asked you how would you do it, could you tell them how?

Ask the Question

We dare you to ask yourself the question: “What if I could be or do whatever I dreamed of or felt inspired to do?” Everything starts with a question. The question is what challenges, motivates, and inspires you to take action. If you are not inspired to action, then action will not be taken. Since the question is “What if?,” then you are automatically challenged to see other alternatives or a better way of doing or envisioning things. So ask yourself...

“What If I...?”

Seek the Answer within Yourself First, and Then Use Your Resources

Challenge yourself to answer the question. The question is going to drive your passions and your beliefs, which mean the answer is going to come from within you. Seeking the answer from within also drives the “how.” The how is what stimulates your mind. This is what helps you to understand yourself and your passion for wanting to be the best, improving the situations that you want to see improved, and inspiring others around you to do the same. Your resources become a validation of what you may already have discovered within yourself. Your resources may also challenge you to think of other questions and to dig deeper into your question and its solution.

Know and Believe In Your Abilities

If you do not know and understand your abilities, then no one else will. No one knows you better than you. No one knows what you are passionate about and your dreams better than you. You can ask the question and answer the question. However, if you don’t believe that you can fulfill your dreams and do those things that you are passionate about or change those things that you would like to see changed, then it is time to start over and re-evaluate the question. Knowing and

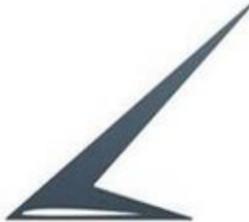
believing in your abilities also helps you to improve on those abilities. It pushes you to be the best that you can be and it drives honesty within yourself. No one automatically has all the skills to reach their dreams or make the changes that they desire. It takes work, hard work. That work starts with learning and then constantly improving on those things that you need to improve on or make better and stronger. A better you means a better person for society! Now that you know the recipe for your success, your change, and your dreams; just A.S.K. and dare to make a difference!



Founders Rodney D. Brooks and Breanne E. Brooks



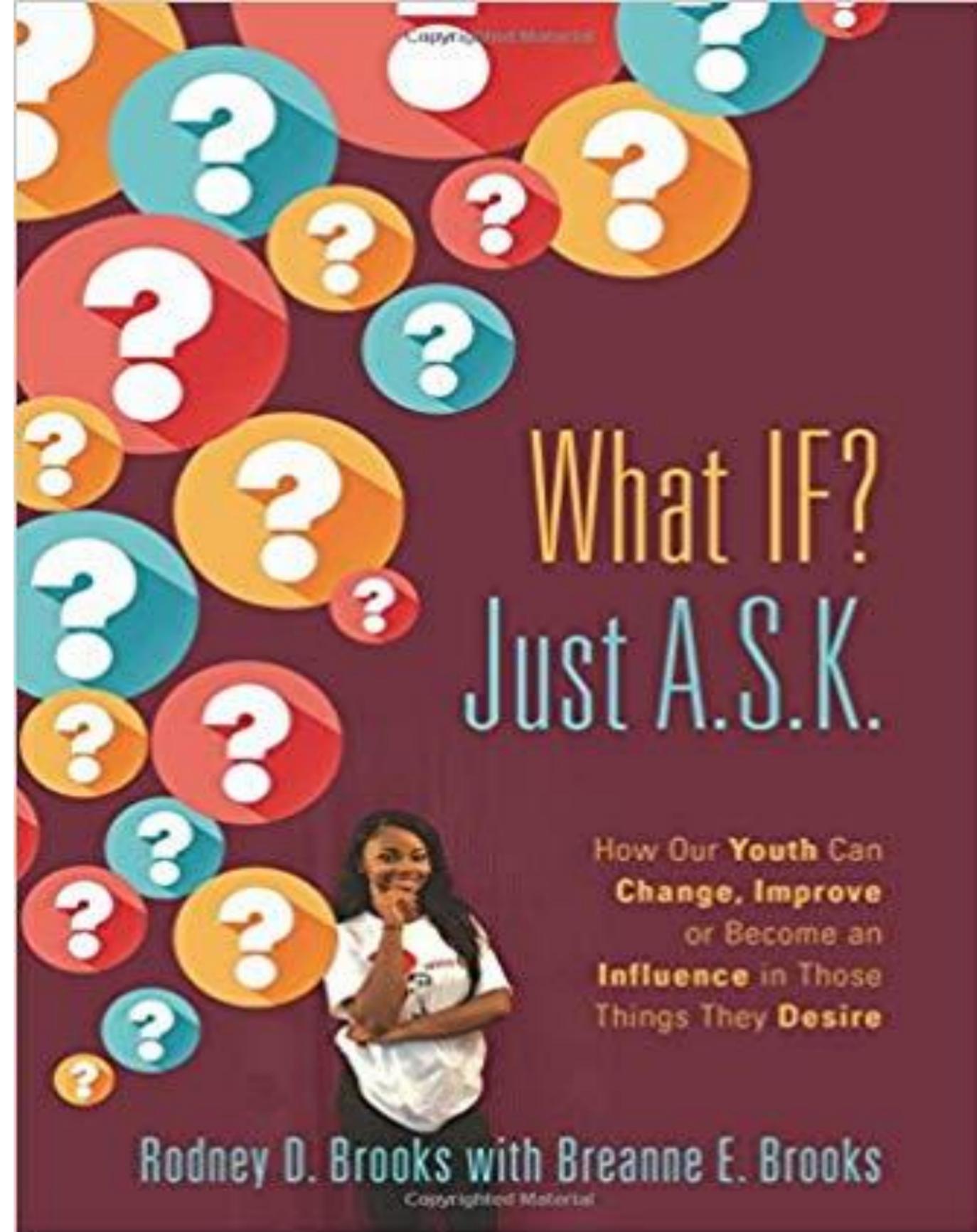
*I welcome
Change!!!
Because I
am a
Change
Agent!!!*



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5 STEPS TO BEING AN EFFECTIVE CHANGE AGENT

Dr Tyrone Grandison



The only constant is change and change is difficult for most of us – humans and organizations alike. However, change is necessary for growth and, when harnessed properly, leads us to being more efficient and maximizing our potential. That's why it's important to learn how to be a change agent.

Let's define some core terms so that we are all talking about the same things in the same way.

Formally, change management refers to a systematic approach to handling the transition or transformation of a set of (institutional) goals, processes or technologies. Organizational change management (OCM) normally refers to a framework for managing the impact of new (business or technology) processes, updates to organizational structure or cultural shifts within an institution.

5 Ways to Be an Effective Change Agent

1. Embrace the Resistance

The source of most of the angst when it comes to change management is people. People will be resistant. Know this. Appreciate this. Be comfortable with this. Then determine ways that you can slowly chip away at this resistance. The first step is to identify your allies. Find the long-standing fellow student or co-worker who have some degree of influence in the school or organization and partner with them. When colleagues recognize that a long-standing team member is on team change, they will be more willing to accept the changes rather than oppose them.

2. Co-Create the Vision

Most change management books will highlight the importance of creating a powerful vision. This emphasis is warranted, and the advice is sage. However, it is more effective to have leadership and other influencers collaboratively working with you to craft your desired end-state. The vision needs to be a co-creation with everyone feeling like they contributed and own the end result. Your vision needs to be easily understandable, to inspire action and to focus attention.

Frequent and consistent communication of the vision is one of the key strategies that will help you further erode the

resistance that you will face. You and your allies can never talk about the vision too much.

3. Get Buy-In

Getting people bought into the idea of changing is vital. Steps 1 and 2 would have helped you get your allies and leadership co-creators bought in. However, you not only have to launch an awareness and feedback campaign for all affected, you have to ensure that the most senior and influential people is on team change and spreading the same good news.

Change management initiatives have a very high probability of failure when the senior and influential people are not on board. They have to be bought in, actively communicating the vision and demonstrating with their actions that they are supportive and enabling the change.

Also people who that feel outside of the sphere of this cool, new change are more likely to exhibit even more steadfast resistance. This is why it is crucial for them to be heard and provide feedback on the path forward.

Continued on page 8



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5 STEPS TO BEING AN EFFECTIVE CHANGE AGENT

continued

4. Create a Track Record

Once you have the vision in a solid state and there are enough people bought in, then it is time to create your execution plan.

Be mindful of time and deliverables in your action plan. People will not wait for nine months to see the effect of your plan. You need to produce, demonstrate and constantly share tangible products to the organization everyone to three months.

This process will build the momentum, support and excitement for change that you will need to fuel the successful execution of your plan. It also reduces the resistance you will face as you move forward.

5. Make Change Normal

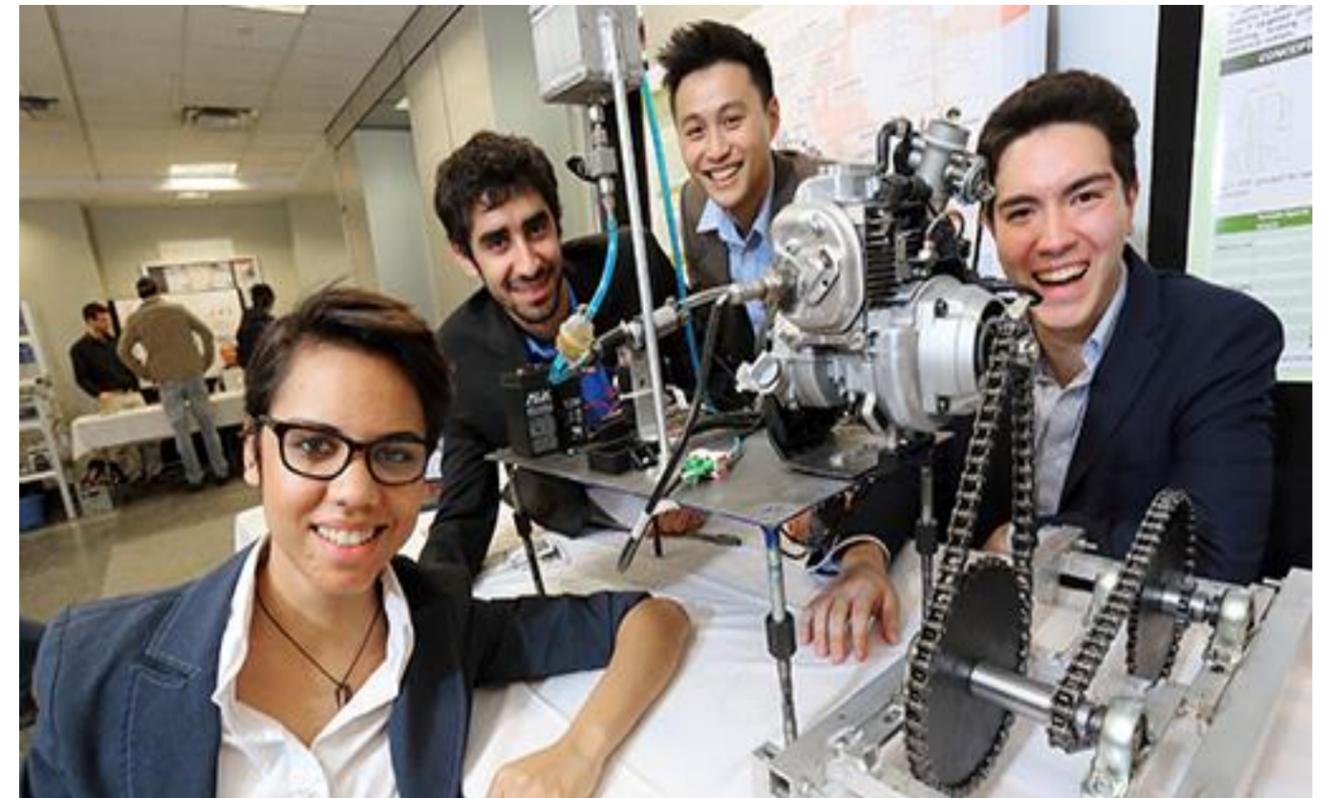
Not only do you have to embed the changes made on the path to the vision, but you have to take steps to make change management a normal part of their life. Identify and use the levers available to you and your allies that can gently nudge people to continuously question and improve.



3

Occupational Spotlight What is an Engineer?

Engineers, as practitioners of engineering, are professionals who invent, design, analyze, build and test machines, complex systems, structures, and materials to fulfill functional objectives and requirements while considering the limitations imposed by practicality, regulation, safety and cost. engineering occupations is projected to grow 4 percent from 2018 to 2028, about as fast as the average for all occupations. About 113,300 new jobs are projected to be added. Most of the projected job growth in this group is in the engineer occupations, as their services will be in demand in various areas such as rebuilding of infrastructure, renewable energy, oil and gas extraction, and robotics. The median annual wage for the engineering occupations was \$81,440 in May 2019. The median annual wages for all occupations in this group was higher than the median annual wage for all occupations in the economy, which was \$39,810.





Occupational Spotlight continued

Engineering is such a diverse occupation ranging from Aerospace, Agricultural, Chemical, Civil, Computer Electrical, Electronic, Environmental, Health & Safety, Industrial, Marine, Mechanical, Mining, and Nuclear, just to name a few. We will focus on the Mechanical Engineer.

What Mechanical Engineers Do

Mechanical engineers design, develop, build, and test mechanical and thermal sensors and devices.

Work Environment

Mechanical engineers generally work in offices. They may occasionally visit worksites where a problem or piece of equipment needs their personal attention. Mechanical engineers work mostly in engineering services, research and development, and manufacturing.

How to Become a Mechanical Engineer

Mechanical engineers typically need a bachelor's degree in mechanical engineering or mechanical engineering technology. All states and the District of Columbia require mechanical engineers who sell services to the public to be licensed.

Pay

The median annual wage for mechanical engineers was \$88,430 in May 2019.

Job Outlook

Employment of mechanical engineers is projected to grow 4 percent from 2018 to 2028, about as fast as the average for all occupations. Job prospects may be best for those who stay abreast of the most recent advances in technology.



Education

Mechanical engineers typically need a bachelor's degree in mechanical engineering or mechanical engineering technology. Mechanical engineering programs usually include courses in mathematics and life and physical sciences, as well as engineering and design. Mechanical engineering technology programs focus less on theory and more on the practical application of engineering principles. They may emphasize internships and co-ops to prepare students for work in industry.

Some colleges and universities offer 5-year programs that allow students to obtain both a bachelor's and a master's degree. Some 5-year or even 6-year cooperative plans combine classroom study with practical work, enabling students to gain valuable experience and earn money to finance part of their education.

ABET accredits programs in engineering and engineering technology. Most employers prefer to hire students from an accredited program. A degree from an ABET-accredited program is usually necessary to become a licensed professional engineer.

Important Qualities

Creativity. Mechanical engineers design and build complex pieces of equipment and machinery. A creative mind is essential for this kind of work.

Listening skills. Mechanical engineers often work on projects with others, such as architects and computer scientists. They must listen to and analyze different approaches made by other experts to complete the task at hand.

Math skills. Mechanical engineers use the principles of calculus, statistics, and other advanced subjects in math for analysis, design, and troubleshooting in their work.

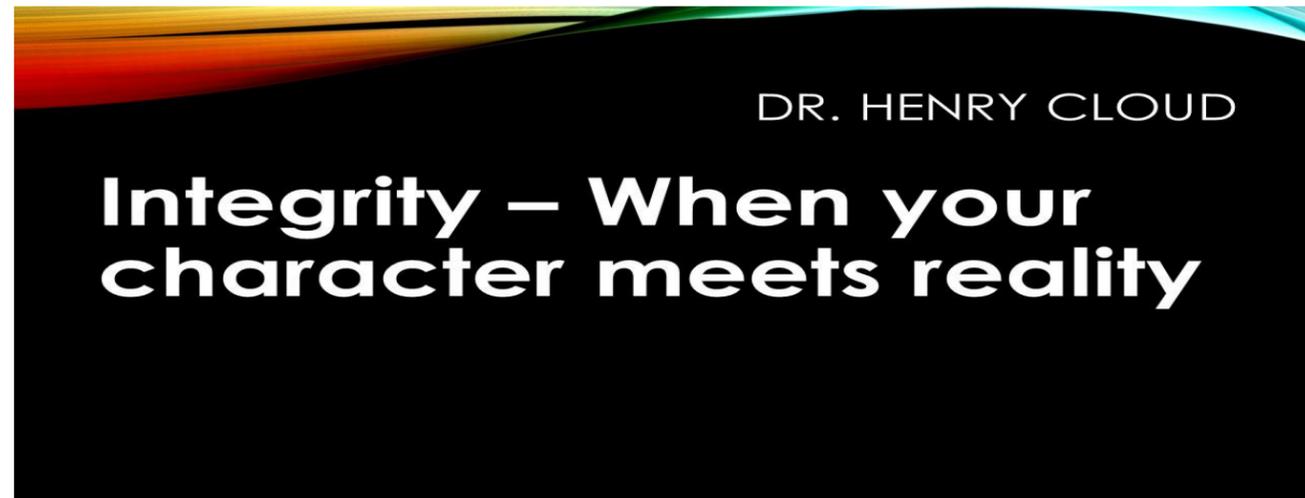
Mechanical skills. Mechanical skills allow engineers to apply basic engineering concepts and mechanical processes to the design of new devices and systems.

Problem-solving skills. Mechanical engineers need good problem-solving skills to take scientific principles and discoveries and use them to design and build useful products.



4

The Importance of Integrity



Integrity is the practice of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values. In ethics, integrity is regarded as the honesty and truthfulness or accuracy of one's actions. Integrity can stand in opposition to hypocrisy, in that judging with the standards of integrity involves regarding internal consistency as a virtue and suggests that parties holding within themselves apparently conflicting values should account for the discrepancy or alter their beliefs. The word integrity evolved from the Latin adjective integer, meaning whole or complete. In this context, integrity is the inner sense of "wholeness" deriving from qualities such as honesty and consistency of character. As such, one may judge that others "have integrity" to the extent that they act according to the values, beliefs and principles they claim to hold. Here are seven reasons why integrity is so important in all we do.

1. IT MAKES YOU A BETTER PERSON

One of the reasons why integrity is important is that it makes you a better person. Integrity captures what we do when no one else sees. Do we make the right choices? Are we selfish or selfless? We should all be working to create a sense of integrity in ourselves

2. IT GIVES YOU A GOOD REPUTATION

Integrity is also important because it gives you a good reputation. Of course, those who are truly pursuing integrity will see this as a fringe benefit and not actual motivation to become this way. You cannot help but have a good reputation when you are a person of integrity. A person of integrity is a very moral person. That is a value that always helps to give you a better reputation.

3. IT IS A DYING VIRTUE

Integrity tends to be appreciated even more in this day and time because it is uncommon. Many people try to make the right choices but with selfish motivation. True integrity is when a person will want to do the right thing simply for the sake of doing the right thing. The good thing is we can all choose to pursue integrity. It is never too late to learn.

4. IT SHOWS WHO YOU REALLY ARE

.It reveals so much about you without you ever saying a word. People always appreciate actions that are born of integrity. I think that deep down we all want to have good values. We also appreciate them in other people.

5. PEOPLE WILL APPRECIATE THAT ABOUT YOU

Integrity is always appreciated. If you are a person of integrity, it is not a trait that people will forget. You will be remembered for it. People will think of you with fondness. This is something we all desire.

6 .IT CAN HELP YOU ALONG IN LIFE

Being a person of integrity has many benefits. It will help you along in your life. One example is that you will be known for this virtue. It may help you in your career or even your marriage. A person of integrity will reap benefits of it.

7. IT IS THE RIGHT WAY TO LIVE

Being a person of integrity is just the right way to live. I hope that I always pursue integrity. It is a choice I want to make for my own self. You feel so much better about yourself when you choose to live with integrity. You know that you treat others right and that you do the right thing.

Our character is shown most in the reality We can say a lot of things about ourselves but what happens in the reality.



The Importance of Integrity Continued

Integrity could be defined by saying it is the type of person you are in your inner self when no one else is looking – your character. It is the essence of who you choose to be when hard choices press you and there are some choices that may not be as moral. In the reality character flaws can and will be exposed. If you are a liar, cheat, thief, untrustworthy, or morally bankrupt; then these things will be exposed in the reality on the smallest of issues or stages. In the reality, it is not about talk but about consistent demonstrated actions. Here are seven things you can do to improve your character which drives your integrity.

1. Research some key individuals who you feel have great character.
2. Determine the desired state that you would like as your character traits.
3. Do a self assessment to that desired state.
4. Have others do an assessment of you towards that desired state of your character traits.
5. See what the Gaps are and put a plan in place to close those gaps.
6. Get a partner that will be honest with you and have them help you in closing the gaps
7. Make it a habit to demonstrate these desired character traits daily.

If you don't have integrity, you have nothing.
You can't buy it. You can have all the money
in the world, but if you are not a moral and
ethical person, you really have nothing.

-Henry Kravis

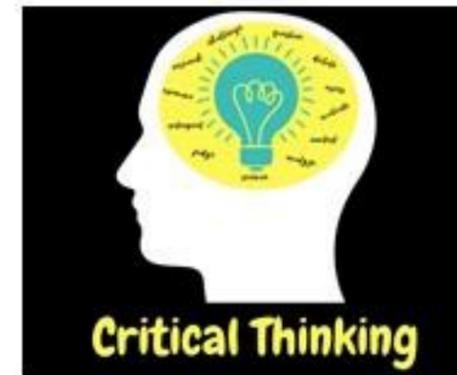


author





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5 A Discussion Point from a Teen on the Coronavirus

Bridgette Adu-Wadier
16 years old, high school junior
Alexandria, Virginia

My school district's superintendent canceled school for a month, and we don't return to school until mid-April. My school was able to easily transition to online classes because many teachers already use several online learning platforms.

What's annoying is that technically assignments are not required according to the Virginia Department of Education because of internet access issues. The work that's assigned is supposed to be review content, stuff we've already been learning. However, that is not the case for me.

Three out of my seven classes are teaching new content and they are all Advanced Placement classes, as the College Board says exams will still happen. Our quarter grades are not being updated during the closure, but when we get back our grades will be updated to account for the work we've done during the quarantine.

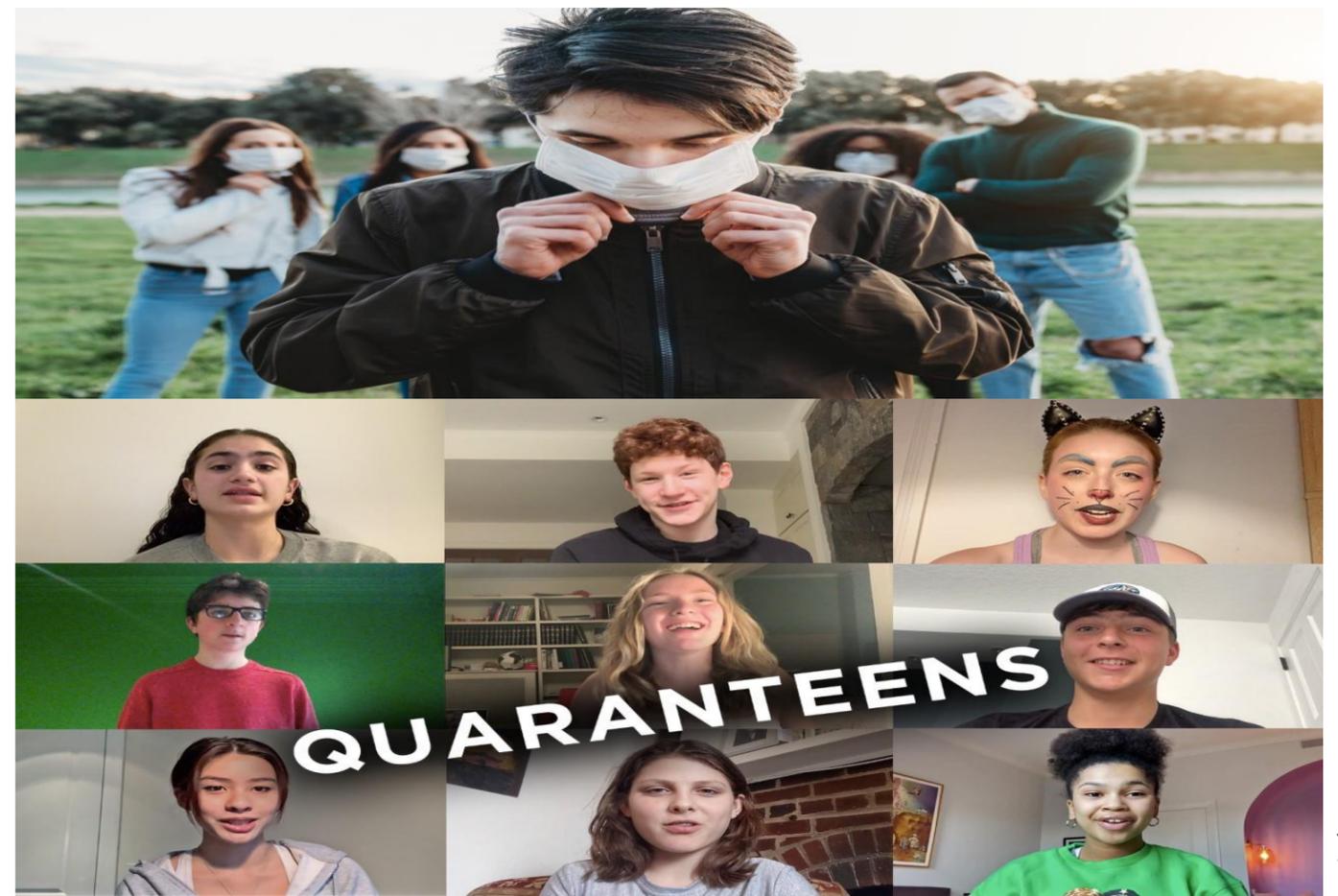
I have just as much work now as I did when I was in school, but it seems like more work because everything is being assigned at once from all my teachers. The challenge is structuring your day to make sure you're getting enough done each day.

I'm also home with my three younger siblings and taking care of two of them takes up a lot of the time I'm not using to do homework. My little brothers are in elementary school and getting them into a routine is difficult; they don't understand that they still need to do school even though they're home. My sister and I are trying to work something out because they each have three packets of homework to do. My sister also has work from her middle school classes, but that's entirely review for her.

Our school lends Chromebooks and Wi-Fi hotspots to students for the school year so access and equity are less of a concern. However, what I've been struggling with is the fact that all my city libraries are closed, which is difficult because I rarely have a moment of quiet in my home. I need the library to study for the SAT, but this quarantine will be a lot harder to get through without a quiet place within easy access.

I'm one of nine editors for my school newspaper and I've been coordinating efforts to continue publishing online content. I maintain contact with the rest of the 40-member staff through Remind texts and our advisors send us daily emails to stay on track. It's definitely a challenge since we're no longer together so brainstorming sessions aren't as collaborative. A lot of staff members have been having trouble coming up with stories since interviews can only be online and almost all the events in our city are canceled.

I'm encouraging them to document their experiences with the quarantine and investigate how Coronavirus affects their community. We also have some interesting movie reviews, stories about youth voting in the 2020 election and articles explaining how to be environmentally conscious in the works as well.





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6 The Tools



W.I.J.A Websites

The What if? Just A.S.K. websites are critical components to the delivery of key information to our youth. We have the luxury of three domains: What If? Just A.S.K.com, BBV2MLLC-What if? And What if 2bachristian.com. Our website offer our key development information, scholarship resource information, community information, critical thinking skill information, as well the latest in popular trends. A component to the website is the W.I.?J.A.NNECT Board which gives you one stop shopping as you evaluate your career whether is college, community work, job opportunities, military or trades schools. It has you covered.

<https://www.whatifjustask.com>

<http://www.wija-2bachristian.com>

What If? Just A.S.K. Tool Kit APP

The content of the toolkit app supports the various topics that were discussed in the book “What If? Just A.S.K. How our youth can Changes, Improve and Influence those things that they desire.” The goal of the Tool Kit like the book is designed to teach and help our youth in their critical thinking skills as they seek to go after their dreams and goals. Key tools include: ·

What if Pledge Form ·

A.S.K. Worksheet ·

College Checklist ·

Building Your Personal Brand ·
Community Volunteer Assessment
Worksheet Career Interest Survey ·

Choosing a Career

Dignity & Respect Checklist ·

W.I.?J.A. Definition (Over 300 Career and
Practical definitions) ·

A.S.K. Gap Assessment Sheet ·

Financial Resources Gap Closure
worksheet ·

Dream Form ·

Dream Pursuit Plan

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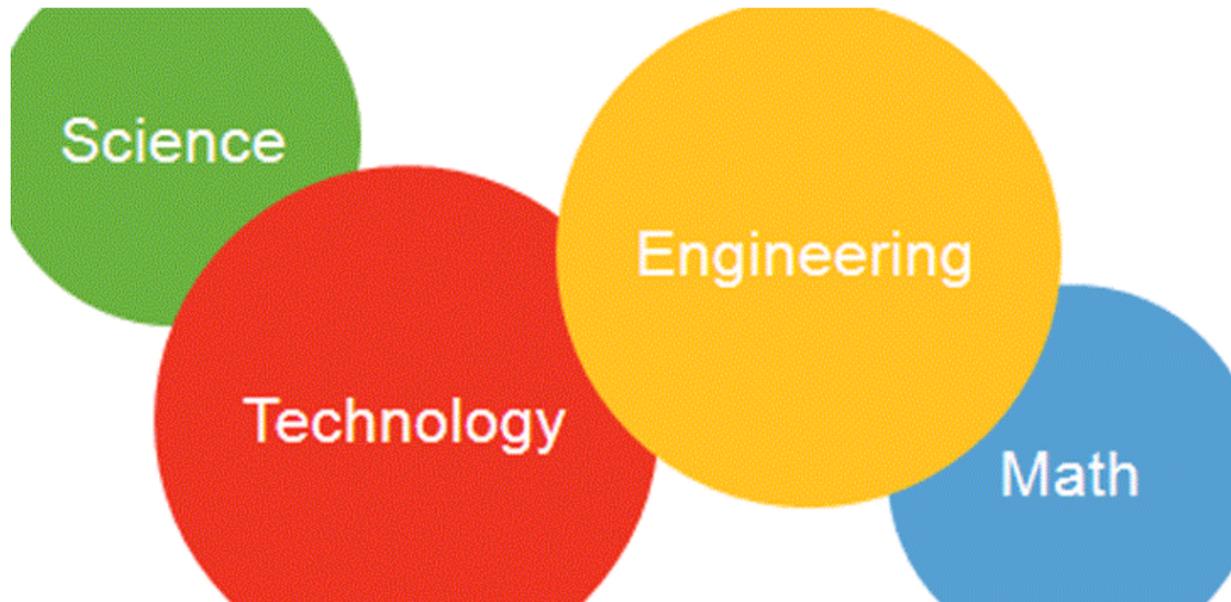


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7 | What is STEM Education?

Elaine J. Hom, LiveScience Contributor



STEM is a curriculum based on the idea of educating students in four specific disciplines — science, technology, engineering and mathematics — in an interdisciplinary and applied approach. Rather than teach the four disciplines as separate and discrete subjects, STEM integrates them into a cohesive learning paradigm based on real-world applications.

Though the United States has historically been a leader in these fields, fewer students have been focusing on these topics recently. According to the U.S. Department of Education, only 16 percent of high school students are interested in a STEM career and have proven a proficiency in mathematics. Currently, nearly 28 percent of high school freshmen declare an interest in a STEM-related field, a department website says, but 57 percent of these students will lose interest by the time they graduate from high school.

As a result, the Obama administration announced the 2009 "Educate to Innovate" campaign to motivate and inspire students to excel in STEM subjects.

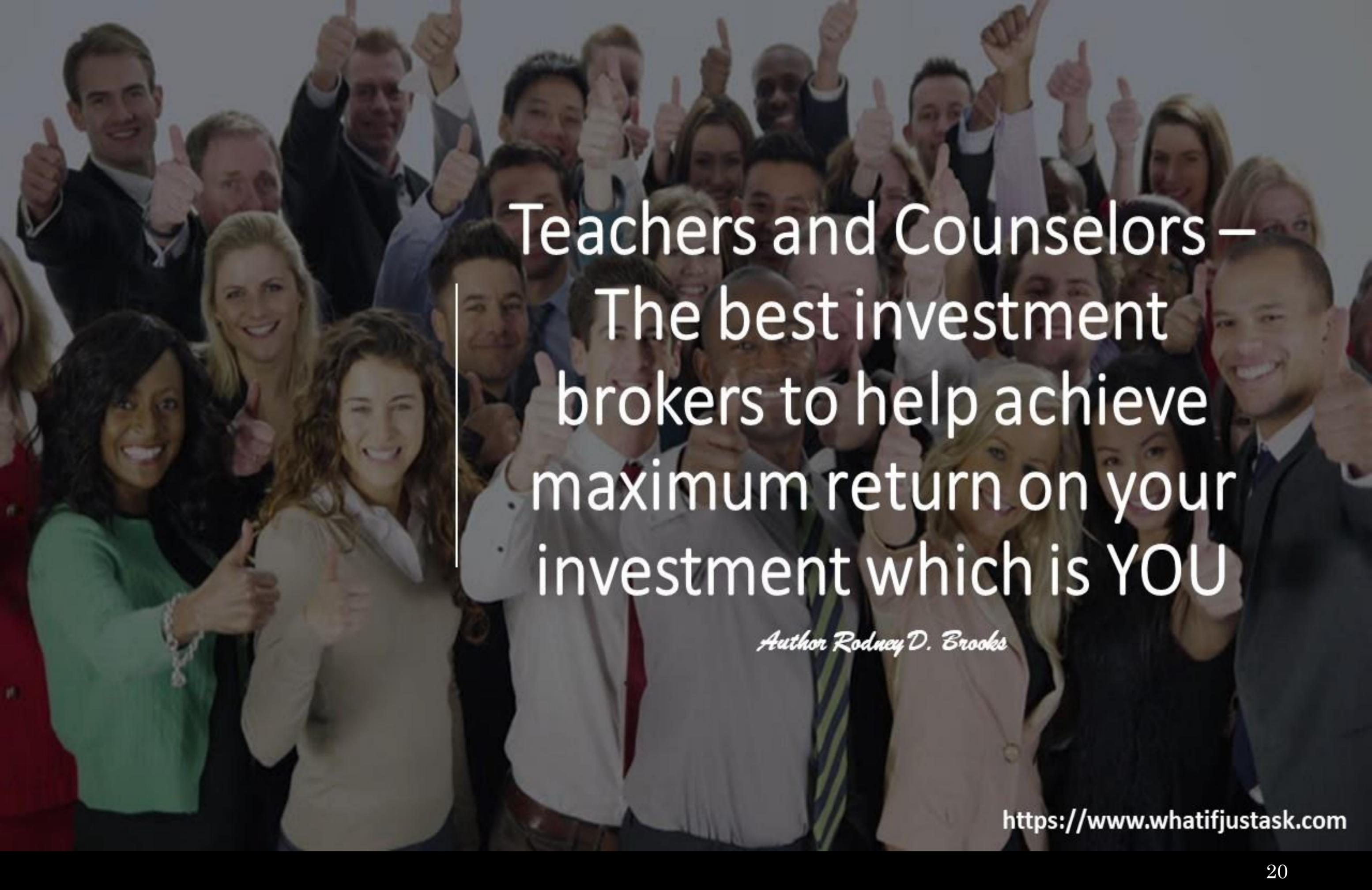
This campaign also addresses the inadequate number of teachers skilled to educate in these subjects. The goal is to get American students from the middle of the pack in science and math to the top of the pack in the international arena.

STEM jobs do not all require higher education or even a college degree. Less than half of entry-level STEM jobs require a bachelor's degree or higher. However, a four-year degree is incredibly helpful with salary — the average advertised starting salary for entry-level STEM jobs with a bachelor's requirement was 26 percent higher than jobs in the non-STEM fields, according to the STEMconnect report. For every job posting for a bachelor's degree recipient in a non-STEM field, there were 2.5 entry-level job postings for a bachelor's degree recipient in a STEM field.

Much of the STEM curriculum is aimed toward

attracting underrepresented populations. Female students, for example, are significantly less likely to pursue a college major or career. Though this is nothing new, the gap is increasing at a significant rate. Male students are also more likely to pursue engineering and technology fields, while female students prefer science fields, like biology, chemistry, and marine biology. Overall, male students are three times more likely to be interested in pursuing a STEM career, the STEMconnect report said.



A large, diverse group of people, including men and women of various ethnicities, are shown from the chest up. They are all smiling and giving a thumbs-up gesture with their right hands. They are dressed in professional business attire, such as blouses, shirts, and jackets. The background is a plain, light color. The overall mood is positive and celebratory.

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Author Rodney D. Brooks

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Bullying



Bullying is the use of force, coercion, or threat, to abuse, aggressively dominate or intimidate. The behavior is often repeated and habitual. One essential prerequisite is the perception of an imbalance of physical or social power. This imbalance distinguishes bullying from conflict. Bullying is a subcategory of aggressive behavior characterized by the following three minimum criteria: hostile intent, imbalance of power, and repetition over a period of time. Bullying is the activity of repeated, aggressive behavior intended to hurt another individual, physically, mentally, or emotionally.

What are the different types of bullying?

There are at least five types of bullying.

1. Physical bullying can involve hitting, kicking, pinching, pushing, or otherwise attacking others.
2. Verbal bullying refers to the use of words to harm others with name-calling, insults, making sexual or bigoted comments, harsh teasing, taunting, mimicking, or verbal threats.

3. Relational bullying focuses on excluding someone from a peer group, usually through verbal threats, spreading rumors, and other forms of intimidation.

4. Reactive bullying involves the bully responding to being a former victim by picking on others.

5. Bullying can also involve assault on a person's property, when the victim has his or her personal property taken or damaged.

What are the different types of hazing?

1. Cursing or yelling at victims
2. Compelling victims to eat disgusting things
3. Beating, whipping, branding, tying up, or gagging victims
4. Requiring victims to perform sexual acts
5. Forced binge drinking

How common is bullying? How common is hazing?

Some statistics on bullying suggest that 28% of students from grades six through 12 have a history of being the victim of bullying, while 30% of high school students acknowledge having bullied other students. About 10%-14% of children have been the victim of bullying for more than six months. Most victims of cyberbullying have also been victims of school bullying.

Boys tend to engage in bullying more often than girls, especially at high school age and beyond, and are more likely to engage in

physical or verbal bullying, physically or verbally, while girls more often engage in relational bullying.

Studies show that teachers often underestimate how much bullying is occurring at their school since they only see about 4% of bullying incidents that occur. Further, victims of bullying only report it to school adults one-third of the time, usually when the bullying occurs repeatedly or has caused injury. Parents tend to be aware their child is being bullied only about half the time. More than 40% of workers in the United States experienced bullying in the workplace. More than 90% of working women are estimated to believe they have been undermined by another woman at some time in their careers. However, due to the stereotype that women should be more nurturing, a woman may perceive normal supervision from another woman as undermining.

Nearly half of high school students and more than half of college students who have been part of a club, team, fraternity, sorority, or other organization have been hazed at some time.

If you or someone that you know are being bullied or hazed then let someone in authority know immediately. No one is or needs to be alone in these situations. If we all speak up and let someone know then we can prevent the bullying or hazing from continuing. If we fail to act it could lead to self-esteem problems, physical harm by the person doing the bullying or in some cases suicide



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