

### Our Staff

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## 1 The Philosophy

Rodney D. Brooks and Breanne 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**

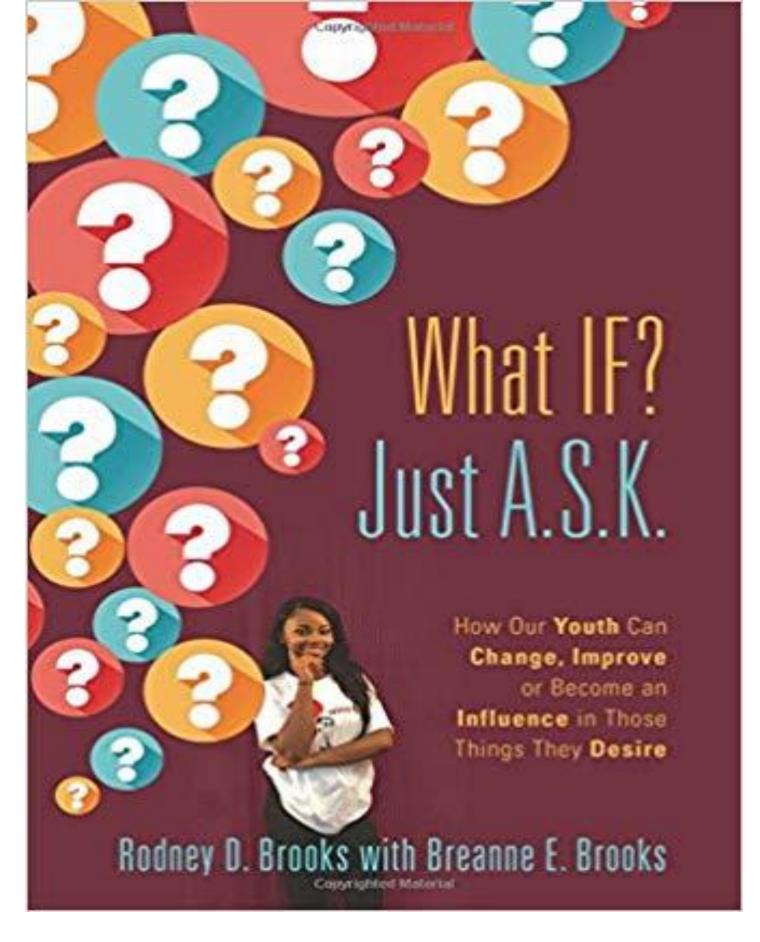
If you do not know and understand your abilities, then no one else will. No one knows Founders Rodney D. Brooks and Breanne E. Brooks you better than you. No one knows what you are passionate about and your dreams better than you. You can ask the question and answer the question. However, if you don't 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 reevaluate 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!









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## Highest in Demand College Degree for 2022 and Beyond

by MATTY MERRITT



When it comes to a college-level education, there are several different types of college degrees that can be pursued. Each of these will have its pros and cons depending on what career that the student wishes to have at the end of the educational process.

#### A Quick Review of Some Different Types of College Degree Types

Which Type of College Degree Is Most in Demand Now & Is Expected to Continue in 2022 Moving Forward?

What Are the Highest Ranked Bachelor's Degree Graduates by Way of Academic Study Disciplines?

Other Projected Job Growths by Academic Disciplines of Bachelor's Degree

Job Outlook Projections Should Not Be the Sole Basis of Determining Your Career Major When Going After a Degree

Figuring out which type of degree to pursue can be a challenge for young college-aged adults just starting to make their way in this world. Read on to learn which type of college degree is and will still likely be most in demand for the year 2022 and beyond.

#### A Quick Review of Some Different Types of College Degree Types

There are several types of main degrees that college students can pursue. These will require different types of educational courses and other educational work to qualify for the offered degree.

Master's Degree programs generally follow a B.A. or B.S. degree and vary as far as credit hour requirements. Most take about two years in addition to the usual four years for the bachelor's degree time requirements.

The Doctorate Degrees can take from 3 to 10 years depending on the degree field pursued. This is the highest degree program for traditionally based degree

challenging, requiring lots of research and successfully published works, for instance. Educators estimate up to 1/3 of every class pursuing a Doctorate Degree will drop out of the program by the 10th year.

The special Professional Degree programs typically take four years of medical school followed by another residency program after that. Lawyers usually must take an additional law school program that generally runs about three years or longer. Afterward, they must pass their bar exams to qualify them to practice law, and aspiring doctors must pass the medical board exams.

Which Type of College Degree Is Most in Demand Now & Is Expected to Continue in 2022 Moving Forward?

According to many current job outlook surveys on which degree is most in-demand in any given year, a bachelor's degree still holds the title at about 80 percent of companies offering fresh college graduates jobs with these jobs with this degree type.

Moreover, this trend is expected to continue this following year, 2022, and onward for at



## continued - Highest in Demand College Degree for 2022 and Beyond

What Are the Highest Ranked Bachelor's Degree Graduates by Way of Academic Study Disciplines?

The most recent studies on the most anticipated hires of bachelor's degree graduates via academic disciplines include:

Business

Computer Sciences

Engineering

There are many different variations among those three top disciplines in the academics degree programs. These include things like genetics, nuclear engineering, marine and navy architecture, pharmaceutical or pharmacy sciences, and others.

These will change somewhat at these specialized fields within the degree programs change as new technologies and discoveries are made. In addition, some of these fields have seen tremendous growths of new material that can make it challenging to keep up with the changes even in one year's time, let alone projecting specific detailed data for a more extended period.

# Occupational Spotlight What are Optometrist?

Optometrists examine the eyes and other parts of the visual system. They also diagnose and treat visual problems and manage diseases, injuries, and other disorders of the eyes. They prescribe eyeglasses or contact lenses as needed..

#### **Work Environment**

Optometrists held about 43,300 jobs in 2020. The largest employers of optometrists were as follows:

Offices of optometrists 49%
Offices of physicians 16
Self-employed workers 15
Health and personal care stores 12

#### Work Schedules

Most optometrists work full time. Some work evenings and weekends to accommodate patients' needs.



## Occupational Spotlight continued

#### What Advertising, promotions, and marketing managers do?

Optometrists must complete a Doctor of Optometry (O.D.) degree program and obtain a license to practice in a particular state. O.D. programs take 4 years to complete, and most students have a bachelor's degree before entering such a program.

#### Education

Optometrists need an O.D. degree. In 2016, there were 20 accredited O.D. programs in the United States, one of which was in Puerto Rico.

Applicants to O.D. programs must have completed at least 3 years of postsecondary education. Required courses include those in biology, chemistry, physics, English, and math. Most students have a bachelor's degree with a premedical or biological sciences emphasis before enrolling in an O.D. program.

Applicants to O.D. programs must also take the Optometry Admission Test (OAT), a computerized exam that tests applicants in four subject areas: science, reading comprehension, physics, and quantitative reasoning.

O.D. programs take 4 years to complete. They combine classroom learning and supervised clinical experience. Coursework includes anatomy, physiology, biochemistry, optics, visual science, and the diagnosis and treatment of diseases and disorders of the visual system.

After finishing an O.D. degree, some optometrists complete a 1-year residency program to get advanced clinical training in the area in which they wish to specialize. Areas of specialization for residency programs include family practice, low vision rehabilitation, pediatric or geriatric optometry, and ocular disease, among others.

#### Licenses, Certifications, and Registrations

All states require optometrists to be licensed. To get a license, a prospective optometrist must have an O.D. degree from an accredited optometry school and must complete all sections of the National Board of Examiners in Optometry exam.

Some states require individuals to pass an additional clinical exam or an exam on laws relating to optometry. All states require optometrists to take continuing education classes and to renew their license periodically. The board of optometry in each state can provide information on licensing requirements.

Optometrists who wish to demonstrate an advanced level of knowledge may choose to become board certified by the American Board of Optometry.

#### Important Qualities

Decision-making skills. Optometrists must evaluate the results of a variety of diagnostic tests and decide on the best course of treatment for a patient.

Detail oriented. Optometrists must ensure that patients receive appropriate treatment, and that medications and prescriptions are accurate. They must also monitor and record various pieces of information related to patient care.

Interpersonal skills. Optometrists spend most of their time examining patients, so they must be at ease interacting with patients and must make them feel comfortable during treatment.

Speaking skills. Optometrists must clearly explain eye care instructions to their patients, as well as answer patients' questions.

#### Pay

The median annual wage for optometrists was \$118,050 in May 2020. The median wage is the wage at which half the workers in an occupation earned more than that amount, and half earned less. The lowest 10 percent earned less than \$60,750, and the highest 10 percent earned more than \$195,810.

In May 2020, the median annual wages for optometrists in the top industries in which they worked were as follows:

Offices of physicians \$124,600

Health and personal care stores 120,060

Offices of optometrists 112,190

Most optometrists work full time. Some work evenings and weekends to accommodate their patients' needs.

#### Job Outlook

Employment of optometrists is projected to grow 9 percent from 2020 to 2030, about as fast as the average for all occupations. About 1,700 openings for optometrists are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.

# 4 Skills Employers Want in College Graduates

#### Competencies

National Association of Colleges and Employers (NACE) has identified career readiness as the attainment and demonstration of requisite competencies that broadly prepare college graduates for a successful transition into the workplace. The eight competencies associated with career readiness are:

#### Career and self-development

Proactively develop oneself and one's career through continual personal and professional learning, awareness of one's strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one's organization. View example behaviors of career and self-development.

#### Communication

Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization. View example behaviors of communication.

#### Critical thinking

Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information. View example behaviors of critical thinking.

#### Equity and inclusion

Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism. View example behaviors of equity and inclusion.

#### Leadership

Recognize and capitalize on personal and team strengths to achieve organizational goals. View example behaviors of leadership.

#### **Professionalism**

Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace. View example behaviors of professionalism.

#### **Teamwork**

Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities. View example behaviors of teamwork.

#### **Technology**

Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals. View example behaviors of technology.

#### Communication

#### Humility

How to be approachable, authentic, and open to alternate ideas/approaches. Including a DiSC personality profile assessment.

#### Communication

Communication styles and techniques; appropriate use of different communication methods. Including an assessment to identify your preferred communication style.

#### Conflict

Managing conflict and identifying your conflict management approach. Includes an assessment of your conflict management style.

#### **Critical Thinking**

#### **Ethical Character**

Identify your core values and how they contribute to your ethical character. Including an assessment exercise that helps you reveal your core values.

#### **Personal Judgment**

How to make good decisions and exercise workplace appropriate personal judgment. Appropriate social behaviors in the workplace. Includes an assessment about how well you control your impulses in situations of personal judgment.

#### **Problem Solving**

Basic problem solving techniques to help be part of the solution. The assessment included evaluates your problem solving skills.

#### **Time Management**

Ways to manage your time wisely and avoid procrastination. Including an assessment to determine how well you manage your time.

#### Collaboration

#### **Diversity and Inclusion**

Recognizing and appreciating the importance of diversity and inclusion in the workplace and beyond. Including an assessment that reveals how you consider aspects of diversity and inclusion.

#### **Self-Confidence**

The importance of self-confidence and taking responsibility for and pride in ourselves. Including an assessment of your level of self-confidence.

#### **Teamwork**

Techniques for working well with a team of others toward a common goal. Including an assessment about how well you work in a team environment.

#### Creativity

#### Positive Attitude

Approaching work with a positive attitude and displaying this to co-workers and customers alike. Including a self-assessment revealing your attitude.

## continued - Skills Employers Want in College Graduates

#### **Initiative**

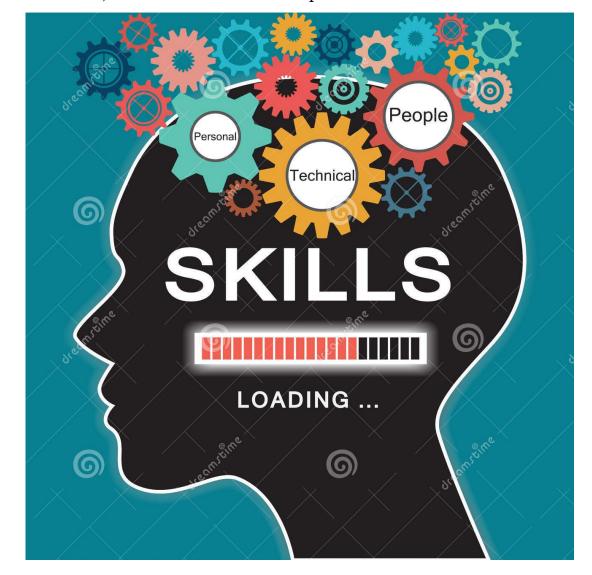
Approaching work with a positive attitude and displaying this to co-workers and customers alike. Including a self-assessment revealing your attitude.

#### **Flexibility**

Recognize that change is a normal part of work and understanding how to accept change gracefully and participate in change efforts. Including an assessment of your tolerance of ambiguity.

#### **Work Ethic**

Being productive, reliable, diligent and loyal to organization's purpose, mission, and values. Includes a personal work ethic assessment.



### What Is collaboration?

Collaboration is a process through which people who see different aspects of a problem can constructively explore their differences and search for solutions that go beyond their own limited vision of what is possible. And today it's more than groups of people working together as teams and communities. Collaboration generates new ideas and new solutions that emerge from the interplay of these perspectives, experience and knowledge that help us get work done, coming from people both inside and outside an organization, well-known and, yes, even strangers. We can have long-lasting collaboration—or short-term, formal or adhoc.

#### THREE TYPES OF COLLABORATION

Older models of collaboration tended to focus on teams and formal, structured collaboration. We have more options now. Here we explore three types of collaboration and how we might approach them as an organization

In <u>team collaboration</u>, the members of the group are known, there are clear task interdependencies, expected reciprocity, and explicit time-lines and goals. To achieve the goal, members must fulfil their interdependent tasks within the stated time.

In <u>community collaboration</u>, there is a shared domain or area of interest, but the goal is more often focused on learning rather than on task. People share and build knowledge rather than complete projects. Members may go to their communities to help solve their problems by asking questions and getting advice, then taking that advice back home to implement in their teams.

Network collaboration steps beyond the relationship-centric nature of team and community collaboration. It is collaboration that starts with individual action and self-interest, which then accrues to the network as individuals contribute or seek something from the network. Membership and time-lines are open and unbounded. There are no explicit roles. Members most likely do not know all the other members. Power is distributed. This form of collaboration is driven by the advent of social media (tools that help us connect and interact online), ubiquitous internet connectivity and the ability to connect with diverse individuals across distance and time. It is a response to the overwhelming volume of information we are creating. It's impossible for an individual to cope on their own. So networks become mechanisms for knowledge and information capture, filtering and creation.

Collaboration































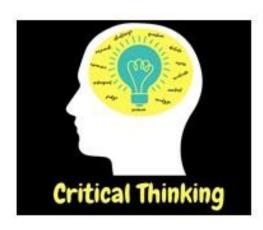












## 7 Finance Books Every Teenager Should Read By MAYA DOLLARHIDE

The teenage years are often the time in young people's lives when the value of a dollar, and how to earn it, become very important. As of September 2020, the labor force participation rate of individuals aged 16-19 was 36.2%, a figure that has remained constant for the past decade.1

Of course, there is more to money than just earning it, although that seems an essential place to begin. Teens also need to learn how to use credit wisely, save for college, budget for an iPhone (not every parent can be so generous), or purchase their first car. Budding young entrepreneurs may be looking for help to give their business idea a go in the marketplace. Then there's learning to invest and manage one's savings.

The Motley Fool Investment Guide for Teens: 8 Steps to Having More Money Than Your Parents Ever Dreamed Of by David and Tom Gardner Since 1993, the creators of The Motley Fool have been educating the masses on finance. Best-selling authors, the Garner brothers offer teens their standard witty, edgy, and easy-to-read style. Right off the bat, the book provides a road map for forging a successful financial journey from investing, saving, budgeting, and spending and it does a great job reminding teens that "every dollar you spend is an investment."

O.M.G.: Official Money Guide for Teenagers by Susan Beacham and Michael Beacham Banker Susan Beacham and her husband, Michael, are founders of Money Savvy Generation, a financial education company geared toward youth. This personal finance book, the winner of the 2015 EIFLE (Excellence in Financial Literacy Education), includes tips for teens to avoid what the authors call "awkward money moments," how to protect themselves from identity theft (yes, it does happen to young people), and more. For those readers with short attention spans, this slim read is a mere 48 pages long and chock-full of tips, money charts, advice, and suggestions for making smart financial choices.

#### The Complete Guide to Personal Finance For Teenagers and College Students by Tamsen Butler

Recommended by Forbes magazine and the winner of the 2010 Next Generation Indie Book Awards, Butler's book is an entertaining and useful read. The chapter "Creditors and the Games They Play" is an especially good one for teens headed off to college, where they will be the target of credit card companies' vast offerings for student

#### The Wealthy Barber by David Chilton

Perfect for those who like their financial advice delivered with a narrative arc, Chilton's story is centered on three young protagonists and (yes, you guessed it) a fictional barber. In the story, the young people's parents send them to the local barber, who has turned a low-wage job into a successful financial future (complete with millions in the bank). The barber imparts his story, along with solid financial advice on everything from wills to taxes. It may be more homespun than hip, but it offers clear, concise, and down-to-earth lessons.

### The Richest Kids in America: How They Earn It, How They Spend It, How You Can Too by Mark Victor Hansen

This book was written in 2009, so there may be more rich kids in America now than listed in this book, but it remains an engaging read for young adults. The kids (ages 9 to 23) are great role models for budding entrepreneurs, young investors, and those seeking a positive financial future. Hansen is also the creator of the bestselling "Chicken Soup for the Soul" series, but don't tell that to your teen; it may sound "uncool" and the smart kids in this book are anything but.

#### Financial Basics: A Money Management Guide for Students by Susan Knox

This book is geared toward college students, but the lessons imparted here (on debit and credit cards, student loans, emergency funds, and more) can be used by teens, too. Think of it as a college prep course in book form. Knox never patronizes her audience, and she includes helpful worksheets designed to get the reader started on a financial plan.

#### Why Didn't They Teach Me This in School? 99 Personal Money Management Principles to Live By by Cary Siegel

While this book is directed to graduates, it is appropriate for those in the upper grades in high school. Siegel's book is a crash course in money management, with his 99 principles divided into lessons that include debit and credit, investing, housing, spending, and budgeting, and even one titled "life," where he writes about the importance of handling the financial aspects of your personal relationships with friends, romantic prospects, colleagues, and others. An easy read with a good hook, it offers plenty of solid advice about money and adulthood.





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# The HR Insider

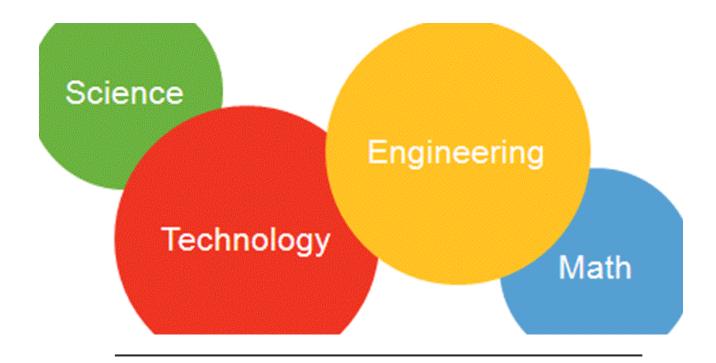
always has "inside" resources, tips, and offers!

Get on the "INSIDE"!





# 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.



# How well are your growing towards your goals?



8

## Top 7 Lessons for Young Entrepreneurs

Building a small business can be among the most challenging tasks for entrepreneurs. Building a powerful establishment that will last for decades is a herculean task. However, with the right set of attitude, determination, and a singular mindset, one can achieve any task regardless of the hardships.

Young entrepreneurs may have the right set of attitudes and determination, but they still need appropriate guidance and lessons to set them in the right direction to achieve their goals. Young entrepreneurs are ready to tackle any obstacles in their path, but they can still learn a lot from businesses that have been around for a while.

Whether these aspiring youngsters are interested in learning more about analyst ratings today or have a keen interest in building a small establishment for themselves, there are some helpful lessons they can learn from well-established businesses that have been around for a while. Let's look at the seven life lessons these businesses can offer to young entrepreneurs. Entrepreneurship, listen to audios, watch videos, read journals, blogs and anything you can lay your hands on.

#### 1. Right People Are the Most Important Assets

You may be able to get things going by yourself, but you need the right people as your backbone to build a long-lasting empire. All successful businesses pay special attention to retaining their most important people and treat them as irreplaceable assets for the company.

The right people will be there to push your forward and help with networking, a unique perspective on business processes, and a diverse set of skills to boost your business.

#### 2. Failures Are the Steppingstone to Success

Giving up is the worst thing a young entrepreneur can do when faced with obstacles and failures. All the modern-era businesses that have survived the harsh business climates and failures will tell you the importance of treating your failures as learning opportunities. All empires are built on failures, and these failures should motivate you to do better rather than giving up.

#### 3. Focus on the Bigger Picture

Just because your start-up is successful doesn't mean that you should part ways with creativity and progress. Focusing on the bigger picture will help propel your business to the heights of success, and you will be able to access a wider array of opportunities and untapped markets.

Slowing down or getting sidetracked by minor issues will slowly engulf your business, and, eventually, you will fade away. To move forward, young entrepreneurs must focus on the bigger picture and learn to prioritize their goals and objectives.

#### 4. Communication Is Elemental for Success

All the successful business will reiterate the importance of effective communication and its role in young entrepreneurs' success. With the right channels of communication and full transparency among different team members, your business won't fail. Therefore, effective communication should be your number one priority before optimizing other business processes and goals.

#### 5. Practicality Is Your Best Friend

We would all love to build castles in the sky, but practicality will help young entrepreneurs understand and meet the market demands. Rather than investing your time and resource into unrealistic goods and services, you should focus on what the consumers want and seek to meet ongoing market demands.

Creativity and innovation is always the key to

success, but innovation should be deep-rooted in practicality. It would help to understand what the customers want from you and meet their expectations with practical solutions.

#### 6. Perfection Will Corrode Your Progress

Perfection is the enemy of done and it stands in the way of progress. When you adhere to perfection and seek fine-tuning of existing assets and accomplishments, your vision is impaired, and you fail to see the countless other ventures and opportunities knocking at your door.

The need for perfection corrodes your business vision. Successful entrepreneurs and businesses will tell you to keep moving forward while simultaneously moderately fine-tuning your accomplishments.

#### 7. Keep Learning and Keep Moving Forward

All the successful businesses have one important advice for young entrepreneurs: keep learning, improving, and moving forward in the right direction. Rather than staying still like a pond, you should transform yourself into a river and improve yourself to improve your business.

When you stop learning, you stop evolving. When you stop evolving, you are left behind in your competitor's dust. So stay current, stay in sync with the current advancements, and keep learning to move forward with the world.





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