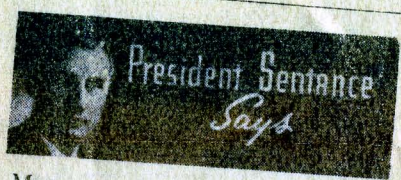


NSH

1.3.57

Re IRE-AIEE

of Savage



THE PROFESSIONAL ENGINEER

Many engineers in Ontario, in Canada, and indeed in North America are doing a great deal of thinking, talking, and writing about their profession as a whole, about its progress, its effectiveness and its comparative position in today's society. Very often comparisons are made with other professions, practices, groups and individuals, implying that these have greater prestige, equity, solidarity and recognition respectively, than do engineers, and that engineers should, therefore, seek to emulate them.

Do engineers really want the prestige of the doctor, the income of the contractor, the power of the industrial union, the creative freedom of the scientist, becoming an amorphous conglomerate of many, often contradictory, influences, or do they want to retain and enhance their own individuality, and the particular distinctions of their own profession?

Perhaps, if instead of seeking solutions to "problems" by accentuating differences, consideration were given to like or common characteristics of *all* human beings, a different and wider perspective might result. Here are ten characteristics which everyone shares —

- (1) All of us resent domination. We laugh scornfully, accept resignedly, or complain bitterly at what we consider ineptness of muddling, but there's one thing we refuse to put up with — that is, having anyone use authority to push us around. We will be led — but not driven.
- (2) We all enjoy a good fight. We are prone to think of solving problems in terms of a fight — it is relatively easier to fight than to strive for agreement. From boyhood

up we admire pugnacity. Movies and television teach us that a punch in the nose is not really assault and battery, but merely the answer to an argument for which there is no adequate verbal rejoinder.

- (3) We are more likely to agree with those we like personally. Impersonality is probably the cardinal sin in dealing with human beings. A rather radical labour leader is reported to have said, "Thank goodness the employers I deal with are coldly formal, because if I really knew them I might like them!"
- (4) We are inherent sentimentalists. To each of us our home is the pleasantest, our college the best, our children the smartest. We look on our lives with sentimental attachment, and it does not matter to us that none of the things we think are true. Anyone who punctures our sentimental fantasy, however, is immediately our enemy.
- (5) We all want to feel important. Recognition and treatment as an individual are quite as desirable to many of us as is financial advantage. We look for acceptance on an equal footing, as personalities important of and for ourselves. We want to give, not receive, advice.
- (6) We all want to be "in the know." Communications is the greatest single problem facing us. Adequate, rapid and accurate information is essential. While we console ourselves often "that what the ear does not hear, the heart does not grieve," we merely delude ourselves. The wonderful, yet frightening faculty of imagination will conjure up a myriad of explanations — and the odds against any of these being correct, are infinite.
- (7) We all like to win out over obstacles. There's a fascination

THE PROFESSIONAL ENGINEER

April 1961

about challenge for all of us, in greater or lesser degree. We like to excel in something — and to have recognition and credit for the results of our own efforts.

(8) We are all different. Psychologists call this the theory of individual differences — it means simply that everybody is different from everybody else. There was a good old rule of thumb which perhaps worked in days gone by when man wanted but little here below — and got it, "If you would be fair, treat all men alike." This should be stated, "If you would be fair, treat all men differently."

(9) We must recognize the inevitability of gradualness. People resent being rushed. All of us are keen to have our ideas accepted, and we have supreme confidence in

our own judgment. So when anyone is too anxious to have his ideas accepted he creates his own resistance.

(10) We all want all we can get. We try to obtain everything we can get within reason, but if convinced we're not getting a square deal, we sometimes become unreasonable and attempt to justify our actions on that basis. Most people like hard work — particularly when they are paying for it.

If all engineers recognize these common characteristics, these principles of behaviour, in themselves, their associates, friends and indeed in all others, if they understand their meaning, and make them work for them day by day, I suggest that resolution of many of their "problems" will come more readily.

EX-AVRO ORENDA EMPLOYEES PLEASE NOTE

As a result of the Lazarowicz-Orenda decision the Association office is receiving a number of calls from members whose employment was terminated by Avro and Orenda in February 1959.

As a service to our members we have been endeavouring to find out from A. V. Roe Ltd. what steps are being taken to review the cases of professional engineers affected by the February shut down. We have not been successful and now have no alternative but to advise our members to re-read the judgment published in the March 1960 issue of the Professional Engineer and subsequent appeal decision published in February 1961. If the circumstances of termination are similar members should consult their solicitor with a view to taking legal action.

If this office can be of assistance in providing information we are available.

PLEASE NOTE CORRECTION

In the Annual Report which is published as a supplement to this issue there is an error in the table showing the new rates for Group Life Insurance.

The heading for the third column should read "Total Protection per Unit Including 40% Bonus."

PROVERBS FROM THE JAPANESE

- The starting-post was not built to lean upon.
- If you do not make a start you cannot expect to arrive.
- It is folly to count another man's fortune.
- A true master never shows contempt for another's art.