

WEBVTT

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00:00:01.300 --> 00:00:03.690

Kara Snyder: And make sure. Is that recording on your end?

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00:00:03.800 --> 00:00:04.480

Tim Bassett: Yep.

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00:00:04.810 --> 00:00:06.690

Kara Snyder: All right, then we're all set.

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00:00:07.090 --> 00:00:21.479

Kara Snyder: Hello, and welcome to the podcast. A podcast produced by the College of Applied Science and Technology at Illinois State University. I'm. Your host, Kara Snyder, and I serve as the assistant Dean of marketing communications and constituent relations for the college.

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00:00:21.610 --> 00:00:34.860

Kara Snyder: Each episode we're sitting down with an alum of the college, and today we have a chance to talk to Tim Bassett. Tim is a technology alum, and currently serves as president of Point core construction. Welcome, Tim, and thank you so much for being here.

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00:00:34.940 --> 00:00:40.450

Tim Bassett: Thanks, Kara. I appreciate you asking me to be part of the podcast, and I'm excited to have a conversation today.

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00:00:40.490 --> 00:00:45.480

Kara Snyder: It's going to be fine, so let's start at the beginning. Why did you choose? Is you?

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00:00:46.500 --> 00:00:59.389

Tim Bassett: Oh, well, if I go back to the beginning, I was actually a non traditional student in that I was 3, 3 and a half years removed from high school before I decided to start pursuing it.

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00:00:59.560 --> 00:01:11.440

Tim Bassett: My academic path I serve acting in the United States Army and headed listed right before I graduate in high school. So I was active. Duty in the United States army is Nick Truman. For 3 years before

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00:01:11.500 --> 00:01:16.409

Tim Bassett: I was honorably discharged, and decided to pursue an academic path. So

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00:01:16.490 --> 00:01:22.700

Tim Bassett: all that to say, I grew up in the Central Illinois area near, As a matter of fact.

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00:01:22.770 --> 00:01:26.249

Tim Bassett: new of the United States that it was a really great institution.

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00:01:26.280 --> 00:01:35.550

Tim Bassett: and my fiance, at the time my now wife was attending Illinois State University, just finishing up the sophomore year when I decided to attend is so

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00:01:37.150 --> 00:01:43.179

Tim Bassett: I just made a lot of sense for me because it was in Central Illinois. My fiance was going there

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00:01:43.220 --> 00:01:51.599

Tim Bassett: ill. My state is an incredibly veteran friendly school, and I know you know that, and it frequently gets recognized for it. But the path for me

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00:01:51.810 --> 00:01:57.919

Tim Bassett: to become a student. Isu as a veteran that was being discharged from the he could not have been smoother.

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00:01:57.980 --> 00:02:05.730

Tim Bassett: and that was a big part of the selection process I considered going to a community college initially and kick the tires on that.

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00:02:05.780 --> 00:02:18.790

Tim Bassett: But ultimately I decided, you know, after I got the little little bit more about. I see I applied and been accepted, that I I wanted to start off at a 4 year institution immediately. So that's really what. Let me down the the path with all my state.

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00:02:19.570 --> 00:02:30.190

Kara Snyder: That's great, and I always read those headlines, and, you know, talk to our staff, and I know that we're a veteran friendly school, but I love to hear that from a veteran, so that's fantastic.

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00:02:30.440 --> 00:02:33.130

So tell us how you chose your major.

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00:02:33.820 --> 00:02:41.050

Tim Bassett: Yeah, there's a you know, another story there with. I was reviewing the different majors that were available to me.

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00:02:41.660 --> 00:03:00.480

Tim Bassett: and I wanted to do something that was hands on, and obviously being part of that college of applied science and technology. Most of our majors relate to pursuits and paths that are directly tied to it, so I considered some some other opportunities making down the business path with finance or accounting.

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00:03:00.490 --> 00:03:12.279

Tim Bassett: and then I found construction management. My fiancée, now, wife Jenna at the time had heard about it, and the time that she had been in the early state, and had thought that it was a pretty good program based upon what she had heard.

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00:03:12.640 --> 00:03:15.510

Tim Bassett: And so I started to do a little research on my own and realized

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00:03:15.780 --> 00:03:18.499

Tim Bassett: that it states construction management program.

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00:03:18.670 --> 00:03:23.709

Tim Bassett: I was one of the best in the country, and I always had a tendency when I was growing up.

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00:03:23.900 --> 00:03:33.999

Tim Bassett: even in high school, you know, to take those shop classes and construction classes, and we're working, and always be pulling projects together. And considering you know, how how do you

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00:03:34.030 --> 00:03:38.090

Tim Bassett: utilize the concepts that you're taught in school and put that into

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00:03:38.230 --> 00:03:47.430

Tim Bassett: practice. And so I got to know about the program. A little more did a little research talk to some people and decided that for sure was the path that would be best for me.

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00:03:48.640 --> 00:04:02.389

Kara Snyder: So you've graduated. You have your construction management degree. What was your first job, and maybe even tell us. What did that job search look like? Was that a stressful experience? Or did you happen upon it pretty quickly?

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00:04:02.570 --> 00:04:07.050

Tim Bassett: So this I graduated in December of 2,009,

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00:04:07.380 --> 00:04:10.469

Tim Bassett: and, as we all know, the great recession occurred

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00:04:10.840 --> 00:04:17.729

Tim Bassett: really the latter half of 2,008, and in the construction market. Obviously it's strongly dependent upon the economy.

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00:04:17.779 --> 00:04:21.580

Tim Bassett: and I was very stressed as I was. Finish it up

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00:04:21.709 --> 00:04:29.630

Tim Bassett: the construction management program. I was just heading into my senior year and literally watch the market crash. One of my classes at LSU.

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00:04:29.870 --> 00:04:30.860

Tim Bassett: and

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00:04:31.200 --> 00:04:38.509

Tim Bassett: you know, understandably, my thought was, what does this mean for me, and coming out of school in a time where the economy may not be the best, and especially in the

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00:04:38.700 --> 00:04:44.450

Tim Bassett: a market construction in particular, it's strongly driven by by economic indicators

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00:04:45.290 --> 00:04:51.509

Tim Bassett: so thankfully between my junior and senior year, I was fortunate enough to find an internship

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00:04:51.640 --> 00:04:54.550

Tim Bassett: with the general contractor based out of willing to normal

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00:04:54.790 --> 00:05:03.900

Tim Bassett: that focused and specializing in health care construction. And at that time healthcare construction was one of the few sectors in the construction industry that was still

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00:05:04.190 --> 00:05:12.350

Tim Bassett: awarding work and allocating capital to it. So I was very fortunate, first off to find an employer that was willing to take a shot on me even in an internship role.

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00:05:12.780 --> 00:05:16.639

Tim Bassett: and I started working on health care construction in the commercial sector

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00:05:16.760 --> 00:05:21.609

Tim Bassett: right at the onset. Almost immediately when I I started my internship.

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00:05:22.050 --> 00:05:29.900

Tim Bassett: and so that led down the path of me, getting to take on more progressively complex and challenging projects as an intern.

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00:05:30.030 --> 00:05:34.290

Tim Bassett: The office that I worked out of was relatively small, which meant that

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00:05:34.430 --> 00:05:39.979

Tim Bassett: really anybody that that was based out of that office got to do a little bit of everything, and I couldn't have.

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00:05:40.040 --> 00:05:42.649

Tim Bassett: and more happy to be in that environment where

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00:05:42.830 --> 00:05:51.319

Tim Bassett: my supervisors, if they felt that I was competent enough, or even if it might have been a stretch opportunity for me. They were willing to provide me with those opportunities to test myself and learn.

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00:05:51.540 --> 00:05:58.200

Tim Bassett: and that internship led into my senior year of college, and at that time my employer offered me a full time role

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00:05:58.460 --> 00:06:00.480

Tim Bassett: as an assistant project manager.



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00:06:00.530 --> 00:06:10.550

Tim Bassett: and as soon as I graduated I went into performing as part of a team on a 55 million dollar bed, Tower addition, and we' to normal for the health care system. There.

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00:06:11.710 --> 00:06:25.649

Kara Snyder: wow! Talk about hands on experience. I love hearing stories like that where our students really get really get their hands on a project in their internship and to have a 55 million dollar project be your first one.

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00:06:25.660 --> 00:06:32.120

Tim Bassett: I think that's not something everybody can say right

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00:06:32.180 --> 00:06:37.560

Tim Bassett: thankfully. A company and some leadership that I had, that we're willing to

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00:06:37.740 --> 00:06:40.699

Tim Bassett: to take a risk. You know, especially in that economy. When

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00:06:40.890 --> 00:06:46.400

Tim Bassett: things are so challenging, you strapped from a resource perspective. You have to be very diligent about what

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00:06:46.720 --> 00:06:52.349

Tim Bassett: what the team looks like that you put into place, and I was just very fortunate to be in the right place at the right time, and

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00:06:52.380 --> 00:06:57.470

Tim Bassett: you're right. It could have been a better opportunity for me to learn on, especially the project of that size of school.

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00:06:58.580 --> 00:07:11.310

Kara Snyder: Oh, that's very exciting. And so you started as an intern, then an assistant project manager, and today your title is President. So fill us in on what happened in between.

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00:07:11.710 --> 00:07:17.049

Tim Bassett: Yeah, it's kind of a meandering path, but you know, picking it up from that first roll

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00:07:17.380 --> 00:07:26.509

Tim Bassett: my first full time all those college I I worked on that project as an assistant project manager for a general contractor construction manager.

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00:07:26.660 --> 00:07:35.990

Tim Bassett: We were performing work for a health system at that time that owned the facility and we're allocating the capital to it, and had, or just the contract to do it.

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00:07:36.590 --> 00:07:41.869

Tim Bassett: So I've been on that project for about a year or so in the assistant project manager role

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00:07:41.920 --> 00:07:50.410

Tim Bassett: and the health system that on the facility was based out of Chicago looking to establish a downstream Illinois presence with an internal

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00:07:50.430 --> 00:07:54.590

Tim Bassett: planning design and construction team really functioning as an owners representative

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00:07:54.630 --> 00:07:56.929

from a project management perspective.

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00:07:57.120 --> 00:08:04.470

Tim Bassett: And so they engage me and asked if I would ever be interested in helping to establish that department with the health system.

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00:08:04.830 --> 00:08:09.170

Tim Bassett: and I got to learn a little bit more about the opportunity, and ultimately decided that

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00:08:09.300 --> 00:08:19.669

Tim Bassett: it was something that I could not pursue, and I ended up electing to pursue that we became a project manager working for a health system that actually was delivering the project, so

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00:08:19.810 --> 00:08:23.570

shift it over from the general contracting side into an overs role

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00:08:23.890 --> 00:08:28.669

Tim Bassett: and perform that function for about 4 4 and a half years. As a project manager

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00:08:28.900 --> 00:08:30.340

implemented

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00:08:30.370 --> 00:08:38.279

Tim Bassett: about 200 milliondollars with the projects in that time for the facilities that I was assigned to, but a lot more expertise and exposure to

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00:08:38.450 --> 00:08:44.050

Tim Bassett: really more the strategy behind projects, especially on the other side. When it comes to creating a business case.

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00:08:44.250 --> 00:08:50.560

Tim Bassett: all the different factors that go into budgeting for a project. Not just the construction piece of it, but

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00:08:50.750 --> 00:08:54.690

Tim Bassett: the planning, the design, the fixtures, furniture, equipment, All those considerations

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00:08:54.890 --> 00:08:59.570

Tim Bassett: did that for, like, I said, about 4 half years, and then moved into

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00:08:59.700 --> 00:09:03.770

Tim Bassett: a more strategic role as a director of facilities.

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00:09:04.170 --> 00:09:08.649

Tim Bassett: And so at that point I moved into the director role, and became responsible not only for

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00:09:08.950 --> 00:09:25.189

Tim Bassett: the planning design and construction piece, but also real estate facility, operations, and maintenance, which is entirely new to me, but I elected to pick that up because it brought with it more progressive leadership role. So at that time I became responsible for a department of about 30 individuals with direct reports.

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00:09:25.300 --> 00:09:28.250

Tim Bassett: I mean as a vehicle fleet as well for the health system.

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00:09:28.460 --> 00:09:31.649

Tim Bassett: But I I was able to fulfill that role, and

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00:09:31.700 --> 00:09:35.819

Tim Bassett: I learned a lot, especially as a new leader. For about 3 and a half years.

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00:09:36.000 --> 00:09:40.790

which time I had an opportunity to move into a Vice president role

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00:09:40.850 --> 00:09:45.409

and become responsible for basically everything that the health system that was non-clinical.

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00:09:45.590 --> 00:09:52.530

Tim Bassett: including all those functions I just talked about in addition to housekeeping, food Service security.

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00:09:52.590 --> 00:09:54.400

clinical engineering

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00:09:54.630 --> 00:10:00.969

Tim Bassett: supply chain. I also picked up a couple of clinical service lines to including radiology and pharmacy.

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00:10:01.650 --> 00:10:06.139

Tim Bassett: So what again? One of those opportunities where right place at the right time.

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00:10:06.230 --> 00:10:11.649

Tim Bassett: And I I tell young professional this all the time, You know, they go to my students.

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00:10:11.820 --> 00:10:18.320

Tim Bassett: you know. Opportunity for you is probably going to come with the most in opportune time, and it's probably not going to look exactly like

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00:10:18.520 --> 00:10:19.879

Tim Bassett: like You've planned it.

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00:10:20.090 --> 00:10:24.249

Tim Bassett: and that's exactly the case for me, and I was very, very fortunate to

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00:10:24.540 --> 00:10:29.530

Tim Bassett: We afforded those opportunities, and grow as a a professional and a leader

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00:10:29.600 --> 00:10:31.010

Tim Bassett: into those roles.

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00:10:31.430 --> 00:10:40.459

Tim Bassett: and so I fulfilled that Vice President for almost 4 years, and then became aware of the opportunity at Point Core construction where i'm privileged to serve as President

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00:10:40.520 --> 00:10:41.830

currently

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00:10:42.010 --> 00:10:51.449

Tim Bassett: where basically I could move into a role, be able to utilize all of my experience and skill set that culminated with me, being a an executive

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00:10:51.650 --> 00:10:58.960

Tim Bassett: and in a health care administrative for a health system. And we need a company that is, a health care company, serving

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00:10:59.330 --> 00:11:11.270

Tim Bassett: clients and our mission through industry, leading program management, planning design and construction services. So it it definitely came full circle for me, you know, at that time when I I took on the little point core about it a little over a year ago.

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00:11:12.200 --> 00:11:27.389

Kara Snyder: Yeah, Isn't, that interesting how just the timing of the recession and the happenstance of there ring openings and healthcare construction really kind of led to this amazing path for you, and, like you said opportunities that you didn't really see coming.

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00:11:27.400 --> 00:11:38.679

Tim Bassett: but that you're passionate about and excel in. I always think that's so interesting

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00:11:39.140 --> 00:11:50.210



Tim Bassett: from a a career. I always had the back of my mind when I first looked at the construction management, major, that I would be building houses, and it couldn't be much further from the truth as to where I am now. But

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00:11:50.670 --> 00:11:59.769

Tim Bassett: again, just the customers to. They get the right place at the right time, and considering opportunities that may not necessarily entirely will align with the plans that we have in our mind.

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00:12:00.270 --> 00:12:02.400

Kara Snyder: I think that's a great lesson.

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00:12:02.760 --> 00:12:15.560

Kara Snyder: So I heard you say when you were in the director role you had 30 people reporting to you, and obviously when you went to the Vice President role. And now, as President, there's even more people in your reporting structure

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00:12:15.570 --> 00:12:31.160

Kara Snyder: Talk to me about your leadership style. And you know, listeners, I happen to know that Tim is a scholar of leadership. I have been with him in leadership, McClain County. I've been with him in the Organizational Leadership Institute here on campus through the College of Business.

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00:12:31.170 --> 00:12:49.800

Tim Bassett: So this is something that he, you know, lives, but also studies and researches. So i'm very interested to hear your take on how you live this on a day to day basis

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00:12:49.810 --> 00:12:52.999

Tim Bassett: and teach organizational learning and development just because

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00:12:53.220 --> 00:12:55.320

Tim Bassett: i'm so fascinated by it. But

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00:12:55.580 --> 00:13:05.779

Tim Bassett: you know my leadership style, if I were to classify, is entirely that of a servant leader I've studied a lot of leadership. I've employed different leadership practices, and I found that

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00:13:05.950 --> 00:13:12.120

Tim Bassett: at least in my my opinion that certain leadership unequivocally is the most effective and rewarding.

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00:13:12.190 --> 00:13:17.680

Tim Bassett: One of my favorite quotes comes from a leader by the name of Max the Crave. Max to free was the

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00:13:17.790 --> 00:13:21.780

Tim Bassett: former CEO of Herley Miller, which is a global furniture company.

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00:13:21.980 --> 00:13:31.929

Tim Bassett: He's the son of the founder of it. He has a book that's called Leadership as an Art. One of my favorite quote from that book is the first responsibility of a leader is to define reality.

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00:13:32.120 --> 00:13:42.179

Tim Bassett: The last is to say, thank you in between the leaders of servant and that the first time I read that it's stuck with me. I've got it written down in different places, and obviously have it memorized, but

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00:13:42.340 --> 00:13:50.080

Tim Bassett: I found the surface leadership the most effective and rewarding, as I mentioned previously, and I came from the military, you know, right after high school.

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00:13:50.340 --> 00:13:56.300

Tim Bassett: and that environment command and control is the predominant leadership style, or there's plenty of servant leaders in the military. But

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00:13:56.390 --> 00:13:58.689

Tim Bassett: I've seen in that environment what

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00:13:58.720 --> 00:14:08.679

Tim Bassett: requires and is necessary in the military to function in that regard, and then kind of adapted that into a different role, especially when I became responsible for other people.

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00:14:08.720 --> 00:14:11.239

Tim Bassett: And I found very quickly that

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00:14:11.350 --> 00:14:20.080

Tim Bassett: if you're able to communicate well, and others see you as a resource, to get them what they need, and give them a little bit of direction. It can be profoundly impactful.

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00:14:20.640 --> 00:14:25.909

Tim Bassett: and that's something that carried with me. I continue to evolve and learn how my leadership skills.

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00:14:26.010 --> 00:14:32.409

Tim Bassett: And at the end of the day I just wanna make sure that everything I do is within the context of helping others

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00:14:32.470 --> 00:14:36.759

Tim Bassett: in accomplishing what they need to get done in the greater than in the organization.

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00:14:38.370 --> 00:14:43.849

Kara Snyder: So thinking about our students, who, you know, they have reading for class.

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00:14:43.930 --> 00:15:02.720

Kara Snyder: you know. If they had time to add one more book to their stack, or if they had a minute to listen to a podcast, are there any resources that you would recommend to them, maybe a favorite leadership book or a podcast that you think would be impactful as they prepare to make that transition to the real world.

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00:15:03.140 --> 00:15:15.289

Tim Bassett: Sure I'll be honest. I don't podcast a lot I like to read a lot, but there's 3 books that I keep on my desk, and one of them for sure I would refer students to, and I have a pretty number of students, too.

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00:15:15.360 --> 00:15:20.179

Tim Bassett: and it's time tested, but it's called the how To Win Friends and Influence people by Bill Carnegie.

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00:15:20.350 --> 00:15:21.839

Tim Bassett: It's one of the

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00:15:22.140 --> 00:15:23.730

Tim Bassett: what I consider to be

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00:15:23.980 --> 00:15:37.119

Tim Bassett: the manuals for not only servant leadership, but affected communication. I believe this book is written in 1932, if I'm. Not mistaken the first edition. Several editions that were issued well after that.

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00:15:37.130 --> 00:15:48.809

Tim Bassett: and a lot of the principals taught within it stand today just as true as they did back in the 1930 S. So that's one resource I definitely would recommend, and it not only applies to leadership, but just

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00:15:48.950 --> 00:15:56.279

Tim Bassett: communication People skills a lot of folks in sales utilize this book, but I think it applies to leadership in this life in general.

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00:15:58.320 --> 00:16:17.710

Tim Bassett: Oh, that's a great recommendation. Thank you so much, and our students thank you, too, and I know you're able to connect with our students. Remind me where they can find you when you are in Turner Hall on occasion

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00:16:17.760 --> 00:16:22.349

Tim Bassett: since 2,017. In fact, this last semester I just finished up my 6,

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00:16:22.480 --> 00:16:30.209

Tim Bassett: my 6 year teaching in the adjunct role. So I currently teach tech 326, which is construction, finance, and accounting

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00:16:30.870 --> 00:16:33.830

Tim Bassett: to senior level course. So all of my students are

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00:16:34.040 --> 00:16:45.969

Tim Bassett: all generally all all see you some that graduate in the summer, and some of that graduate in May. So i'm happy to say that I just wrapped up my my sixth year teaching, and actually hit a couple of milestones. One is

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00:16:46.120 --> 00:16:53.370

Tim Bassett: more than 300 professionals that I've had the privilege to teach that are now in the industry which is pretty exciting.

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00:16:53.980 --> 00:16:57.249

Tim Bassett: and I also have to say i'm just fascinated with the overall.

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00:16:57.480 --> 00:17:08.599

Tim Bassett: the overall competence and quality of our students never since to amaze me; and this last semester that I taught is no exception that i'm very, very proud to be in a one that's from the Illinois State University.

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00:17:08.700 --> 00:17:12.810

Tim Bassett: For a few reasons. One is because I'm obviously a product of that program.

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00:17:12.900 --> 00:17:17.270

Tim Bassett: 2 is the alumni network that we have in place in Kara. I know you're a part of that.

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00:17:17.660 --> 00:17:21.709

Tim Bassett: The third is our students, and just what they accomplish, Not only while they're

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00:17:21.880 --> 00:17:35.690

Tim Bassett: pursuing their academic careers, I don't wanna stay but what they do afterwards. It never since it's, amazed me, and I reassure everybody that I speak with on every occasion that I get that we're in really good hands because of our students from the future that they have ahead of them.

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00:17:36.500 --> 00:17:49.180

Kara Snyder: Well, thank you for that, Tim and I will, You know. I think it's important to note here that our alumni network is strong, because we have alumni like you that are willing to spend time on campus, spend time with our students

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00:17:49.200 --> 00:17:52.390

Kara Snyder: and share their story. So I do want to thank you for that.

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00:17:54.140 --> 00:18:01.799

Kara Snyder: So I am super curious in your role as president, and I know it's a relatively new role for you. What is your favorite part of your job

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00:18:02.470 --> 00:18:04.069

Tim Bassett: for me? It's just

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00:18:04.550 --> 00:18:08.230

Tim Bassett: being a resource to others providing that correction

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00:18:08.930 --> 00:18:21.750

Tim Bassett: working within teams to accomplish things that are challenging. There's nothing more exciting than when a challenge is presented or an obstacles present, and we don't know exactly how we're going to achieve it or overcome it. But



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00:18:21.960 --> 00:18:25.879

Tim Bassett: at the end of the day we figure it out just because of the mindset that we have in place. So

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00:18:25.900 --> 00:18:32.720

Tim Bassett: that's that's the probably the most rewarding part of my current position, and being able to serve others.

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00:18:33.400 --> 00:18:43.359

Tim Bassett: You know this is sometimes misconception the hired client, the more people have to listen to you, and I would put that upside down and say, You know there's more responsibility that comes with it to enable us.

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00:18:43.410 --> 00:18:52.819

Tim Bassett: And that's really how I've embraced my role, kept myself grounded, and really focus my role in myself as a resource to others, to that lens.

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00:18:54.990 --> 00:19:02.520

Kara Snyder: That's great advice. I love that perspective. And so then tell me on the flip side what is the most challenging part of your job.

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00:19:03.320 --> 00:19:04.510

Tim Bassett: the challenging.

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00:19:04.770 --> 00:19:08.030

Tim Bassett: the most challenging part of the time.

161

00:19:08.080 --> 00:19:26.319

Tim Bassett: knowing where to spend your time, how it's best spent when the delegate to others. It's all so many hours in the day, and always so much that you can spread your your inputs throughout. So being able to manage time is pretty important in my role, and that gets to be a struggle, even if you know.

162

00:19:26.610 --> 00:19:38.569

Tim Bassett: on any given day or any given week generally where your time should be spent, there's going to be competing factors that come into play. And so it's a constant rep prioritization of time and understanding where it's best suited.

163

00:19:38.640 --> 00:19:49.670

Tim Bassett: If there's a few a way for me to make it for more hours in the day. Let me tell you I certainly would. Time Time management is a critical skill, something that I I have to say on top of, in order to function

164

00:19:49.750 --> 00:19:52.729

Tim Bassett: and fulfill my role in its entire capacity.

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00:19:53.370 --> 00:20:00.589

Tim Bassett: Well, give me a call if you figure out how to add those extra hours.

166

00:20:01.270 --> 00:20:14.119

Kara Snyder: And in the meantime, what would you say to our students? You know I know when I interview students, if it's for an internship or a job, or even a scholarship. I always ask about their time management.

167

00:20:14.290 --> 00:20:22.010

Kara Snyder: If you had to give a student one piece of advice about starting to manage their time. Well, now, what would you say?

168

00:20:23.350 --> 00:20:30.459

Tim Bassett: That's a good question, and I think it's not this one of the applies to really curious, but those are the more season it's Just

169

00:20:30.610 --> 00:20:41.670

Tim Bassett: create a list of your priorities, and really hone in on the top one or 2, and ensure that your time, for the most part 80 plus of it is spent on those one or 2 priorities

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00:20:42.030 --> 00:20:47.109

Tim Bassett: oftentimes, and i'm guilty of this just like anybody else. I find myself

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00:20:47.460 --> 00:20:53.849

Tim Bassett: activity with progress. And just because one is busy doesn't necessarily mean that they're moving the needle

172

00:20:54.130 --> 00:21:04.439

Tim Bassett: and working on the right things. And the most the the highest priority things. So that's the biggest piece of advice I would give students as well as seasons season professionals is to know what you're

173

00:21:04.590 --> 00:21:10.369

Tim Bassett: one or 2 top priorities are in it for 80 to 90% of your time dispense on those one or 2 priorities.

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00:21:10.750 --> 00:21:20.569

Kara Snyder: That's fantastic advice. I love that perspective, that activity doesn't necessarily mean progress. I think that's a really eye opening way to look at things.

175

00:21:20.770 --> 00:21:30.510

So, Tim, we are going to finish with a speed round. So just go with your first instinct on these questions. We want to get to know you just a little bit better. Are you a morning person or a night owl

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00:21:30.610 --> 00:21:33.789

Kara Snyder: night out for sure, not even a question.

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00:21:34.250 --> 00:21:35.820

Kara Snyder: And cats are dogs.

178

00:21:36.180 --> 00:21:48.929

Tim Bassett: I like dogs, but interestingly enough, ironically enough, I don't own a dog. We own 2 cats in our house. I'm a little bit of both, but I would have to say person i'm probably more of a dog person

179

00:21:49.290 --> 00:21:52.390

Kara Snyder: I won't. Tell your cats that's fine.

180

00:21:52.780 --> 00:21:56.029

Kara Snyder: Do you consider yourself to be an introvert or an extrovert?

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00:21:56.380 --> 00:22:00.999

Tim Bassett: Interestingly enough, I consider myself to be more of an introvert.

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00:22:01.390 --> 00:22:13.739

Tim Bassett: I definitely can communicate and talk with people, but at times I I just need to be quiet and have time to myself. I think we're all a little bit that way, but I would probably classify myself as an introvert.

183

00:22:14.130 --> 00:22:22.589

Kara Snyder: How do you build that time in your busy schedule? You know I know you have a very full family life. Your job keeps you busy. How do you build that?

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00:22:22.920 --> 00:22:29.930

Tim Bassett: Build that time? And to recharge.

185

00:22:29.970 --> 00:22:35.419

Tim Bassett: taking half an hour or an hour, wherever I have it to, maybe read a little bit, or just

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00:22:35.860 --> 00:22:50.329

Tim Bassett: enjoy the quiet. Clear my mind, meditate a little, even in the car honestly when she'll time. I find this is probably the best for me just to refocus and try to put things in perspective, but it's definitely a challenge. If

187

00:22:50.410 --> 00:22:56.170

Tim Bassett: you're not intentional about it, you definitely will have a hard time trying to find time to do that.

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00:22:56.390 --> 00:22:59.780

Kara Snyder: Absolutely. What's your favorite thing to cook?

189

00:23:00.830 --> 00:23:02.400

Tim Bassett: It's a really good question.

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00:23:02.750 --> 00:23:09.299

Tim Bassett: I. This is a tough question for me, because I like to cook a lot. I do I a barbecue a lot.

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00:23:09.750 --> 00:23:11.420

Tim Bassett: but I would say.

192

00:23:12.520 --> 00:23:22.179

Tim Bassett: I probably have to go with a rack of lamb prepared on a charcoal grill. It's absolutely vicious. Nice, nice.

193

00:23:22.660 --> 00:23:33.640

Kara Snyder: Okay. And I know we've talked a lot about reading today, so I think I know the answer to this next one. But given the choice book or movie for sure, you got it. You got it

194

00:23:33.780 --> 00:23:38.060

Kara Snyder: all right if you have a free Saturday with no obligations, how do you spend it?

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00:23:38.670 --> 00:23:45.650

Tim Bassett: Well, we'll get back to the cooking theme. I'm if I had a free Saturday. Usually it's been on my patio

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00:23:45.920 --> 00:23:50.919

Tim Bassett: out in front of a smoker team trying to pursue the perfect barbecue recipe.

197

00:23:51.750 --> 00:24:00.090

Kara Snyder: Nice. Well, I wish you, you know good weather for that. Probably not in January, but

198

00:24:00.630 --> 00:24:05.340

Kara Snyder: and then I have to ask everybody avanti's gondola or pub cheese balls.

199

00:24:06.010 --> 00:24:09.140

Tim Bassett: Oh, i'd have to go cheese balls. It's.

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00:24:09.170 --> 00:24:15.850

Tim Bassett: and nothing not a shot against the gondola, because I think that's a stay for most of them. I recognize that. But the cheese balls are just.

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00:24:16.040 --> 00:24:18.710

Tim Bassett: I think, at a level in in and of themselves

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00:24:18.740 --> 00:24:20.529

Kara Snyder: Fair enough.

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00:24:20.710 --> 00:24:28.069

Kara Snyder: All right, Tim, thanks for spending time with us today. If you had one last piece of advice to give to a college student, what would you say?

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00:24:28.790 --> 00:24:30.790

I would just say.

205

00:24:31.150 --> 00:24:33.270

Tim Bassett: Be resourceful.



206

00:24:34.030 --> 00:24:48.950

Tim Bassett: utilize everything within your disposal to learn. Take advantage of the opportunities that you not only you know on state, but what, whatever it may fall within your career path, and you'd be amazed to see what what you can accomplish, not only individually, but as a team

207

00:24:49.830 --> 00:25:00.769

Kara Snyder: that's great. Well, thanks again for being here. That was Tim Bassett, President of Point Core Construction, join us next time on the podcast for more stories from our cast alumni.