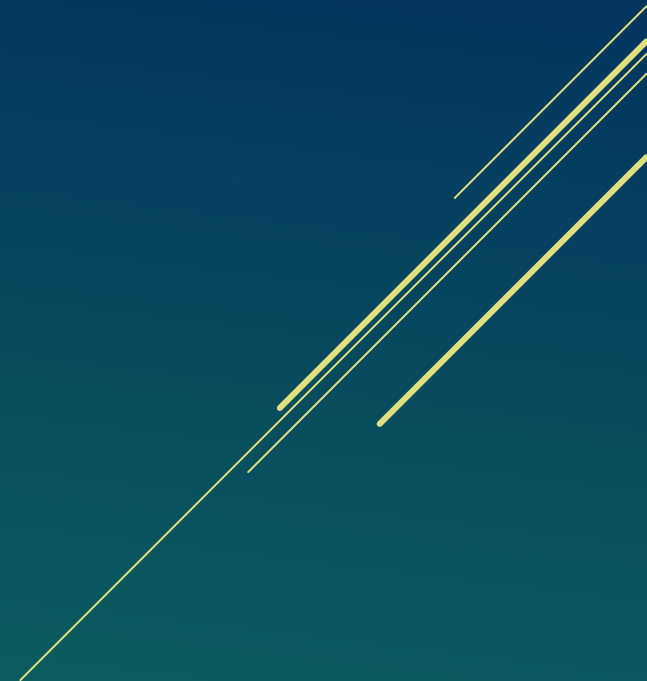


“LESSONS LEARNED” FROM EARLY- AND MID-CAREER PLANNERS

APA WA Annual Conference

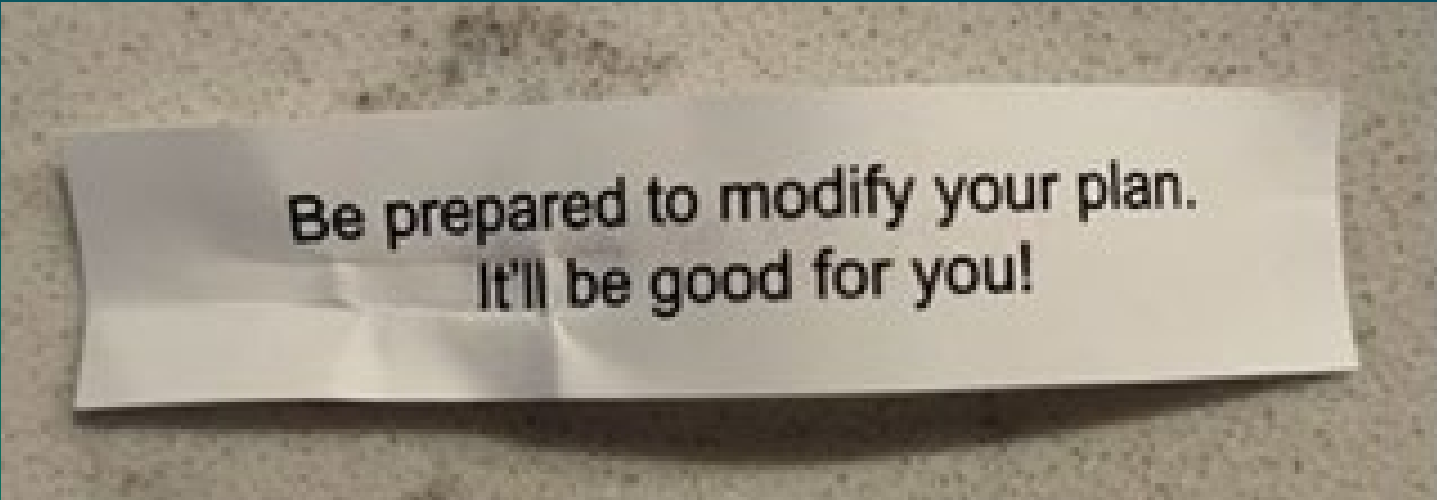
Spokane, WA

October 13, 2022



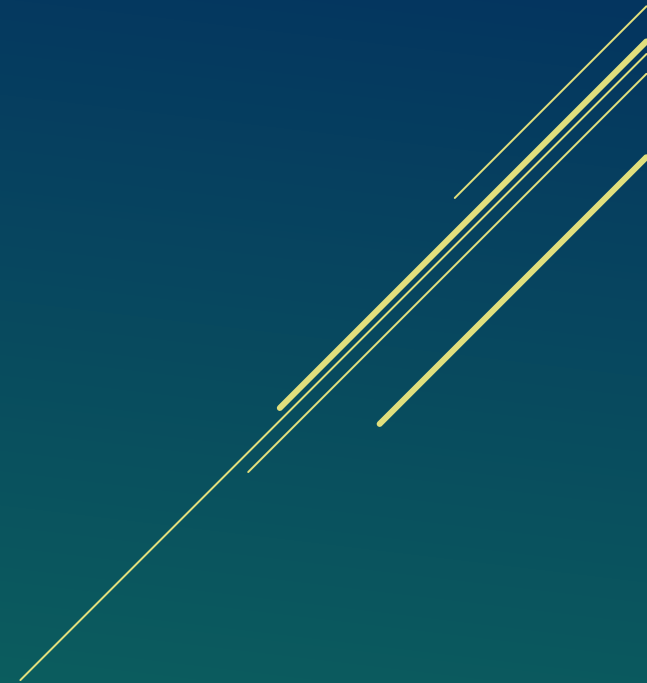
Session Format

- Series of Pre-Arranged Questions
- Take-Aways from Each Panelist
- General Q&A

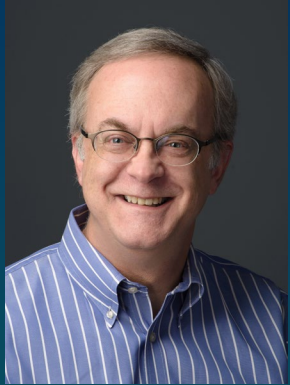
A photograph of a piece of white paper with a message, placed on a textured surface. The paper is slightly crumpled and has a shadow cast to its right. The text on the paper is in a bold, black, sans-serif font.

Be prepared to modify your plan.
It'll be good for you!

Introduction of Presenters



Presenters



Steve Butler

Planning & Policy
Manager
MRSC



McCaela Daffern

Regional
Affordable Housing
Implementation
Manager
King County



Donna deBit

Associate Planner
Spokane



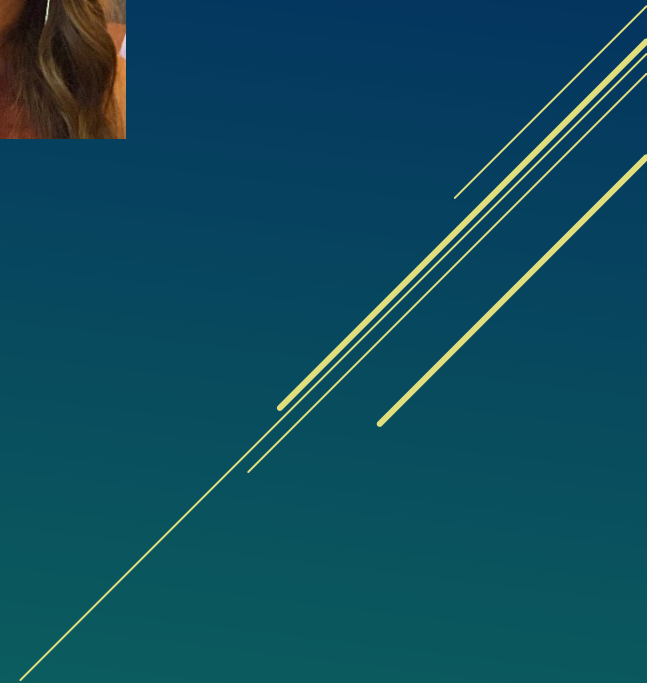
Jacob Gonzalez

Director of
Community & Econ.
Development
Pasco



Adrian Smith

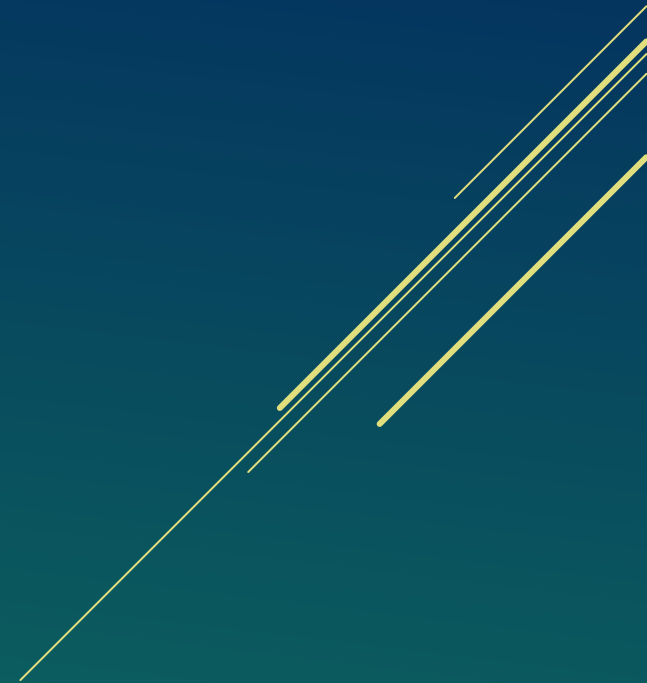
Long Range Planner
Port Townsend





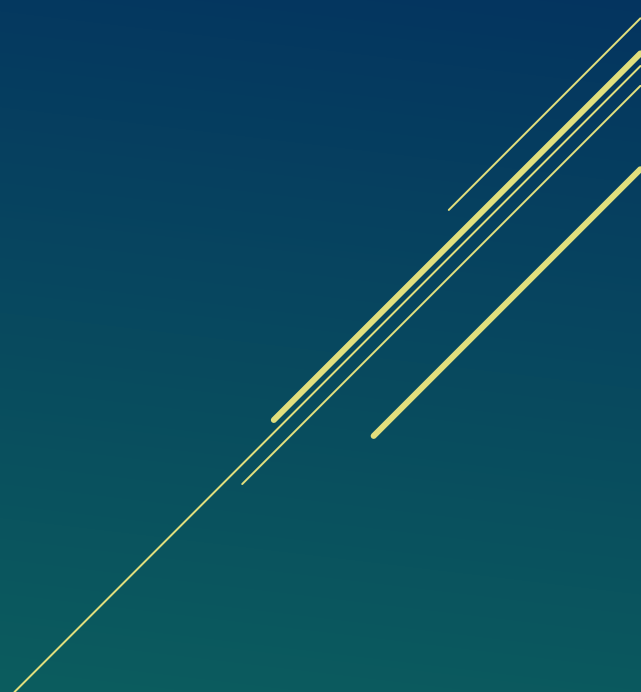
**How long have you been in
the planning profession?**

**What's driven your
career direction?**





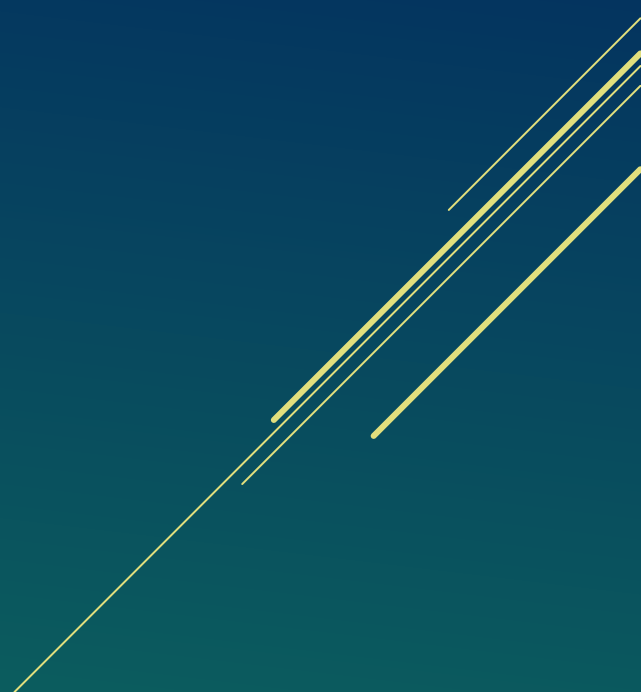
**How did you end up in the
community where you work?**





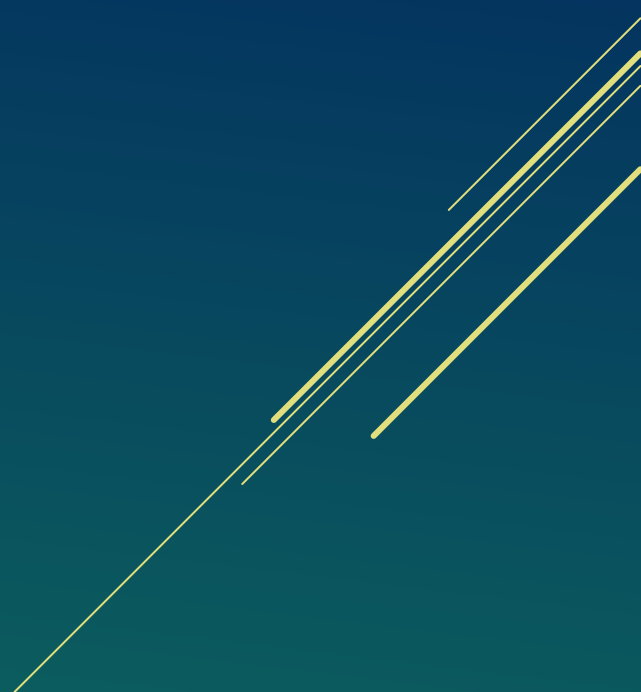
**As a planner, what motivates
you to get up every morning?**

(Other than a steady paycheck)



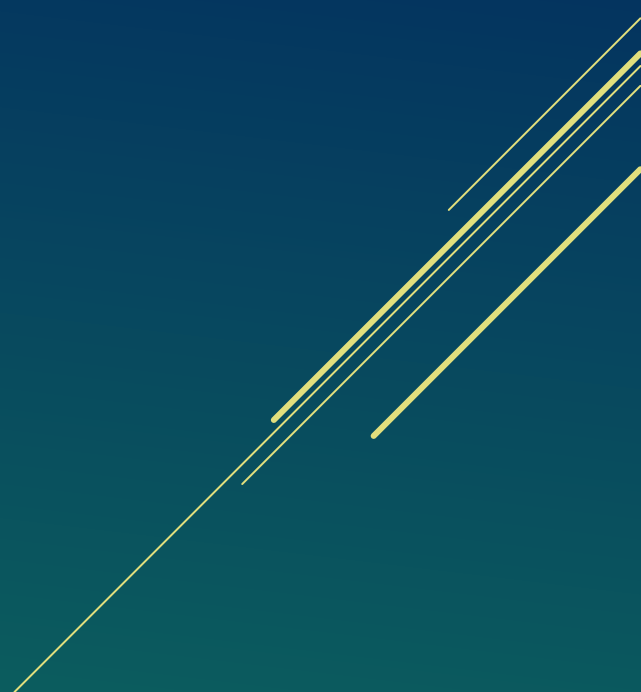


How to effectively deal with “difficult customers?”



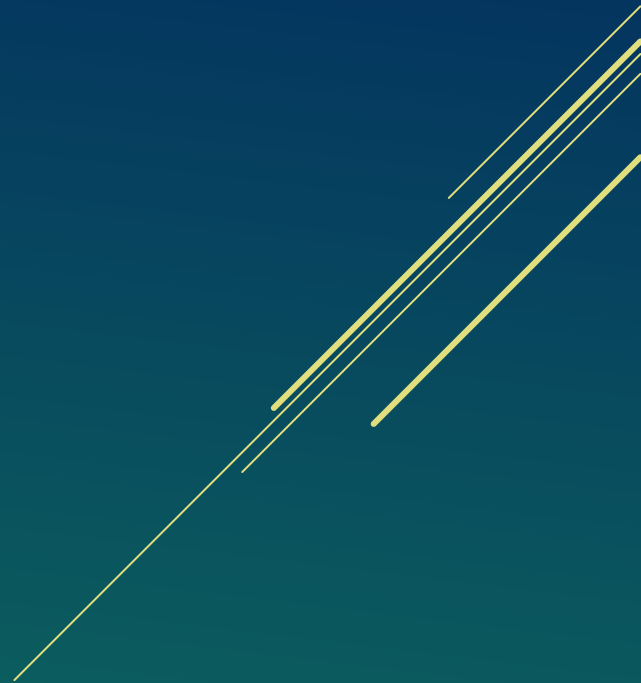


What is the **one** piece of advice you wish someone had given you at the start of your planning career?






**How do you handle
the politics related to
your planning work?**





**What advice do you have
for maintaining your
professional integrity?**

***Including when you are being
pressured or expected to do
something at work you believe is
not right?***





Professional Institute
**American Institute
of Certified Planners**

Code of Ethics

and Professional Conduct

The American Institute of Certified Planners requires its members to adhere to the ethical standards of a detailed Code of Ethics and Professional Conduct.

**THE PRINCIPLES TO WHICH
WE ASPIRE ARE:**

- To continuously pursue and faithfully serve the public interest
- To do so with integrity
- To work to achieve economic, social, and racial equity
- To safeguard the public trust
- To improve planning knowledge and increase public understanding of planning activities

**OUR RULES OF CONDUCT
ADDRESS THE FOLLOWING:**

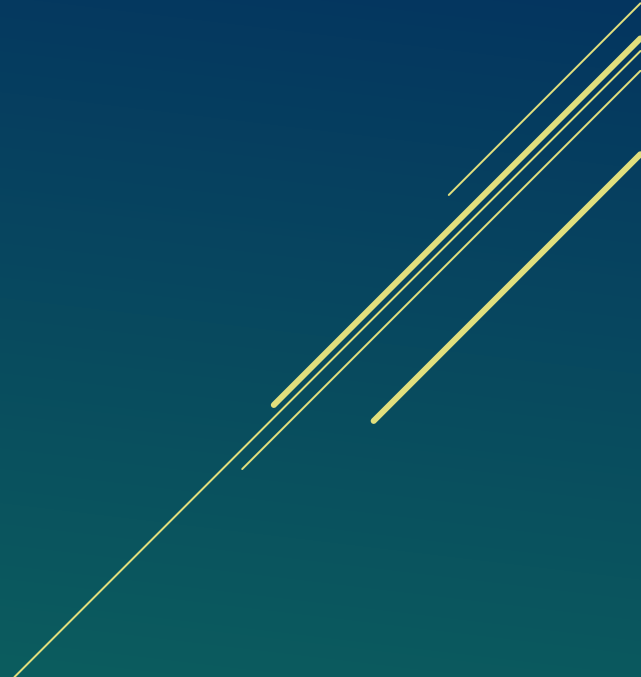
- Quality and integrity of practice
- Conflicts of interest
- Improper influence/abuse of position
- Honesty and fair dealing
- Responsibility to employer
- Discrimination/harassment
- Charges of misconduct

I pledge that I will conduct myself in accordance with the principles, rules, and other requirements of the AICP Code of Ethics and Professional Conduct.

Name _____, AICP Certified Planner No. _____

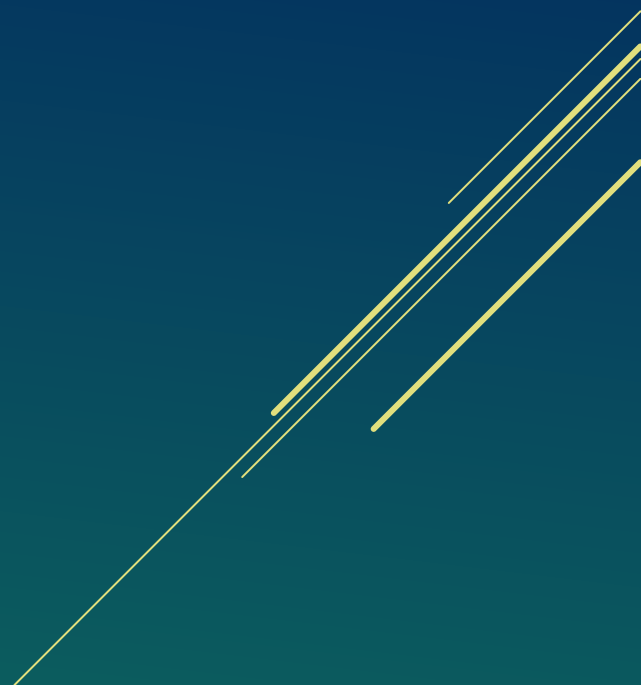


How do you balance being involved in policy decisions for the community where you live?



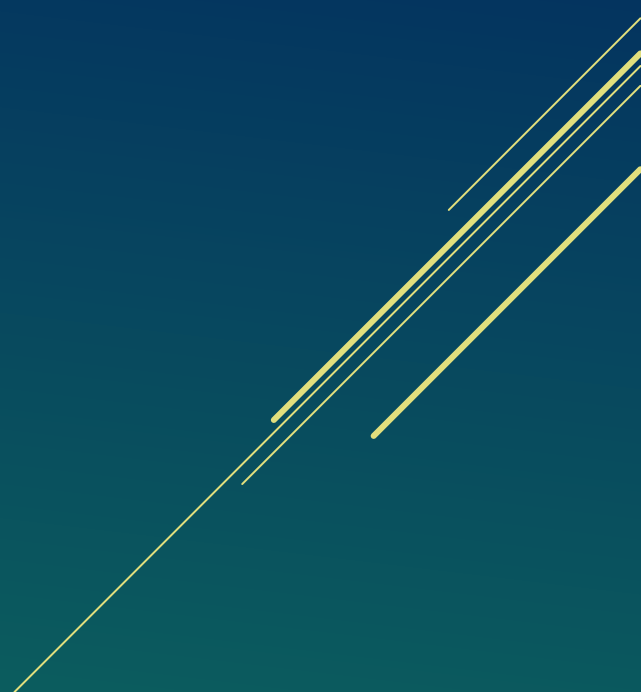


What is your advice for getting work done with inadequate resources?



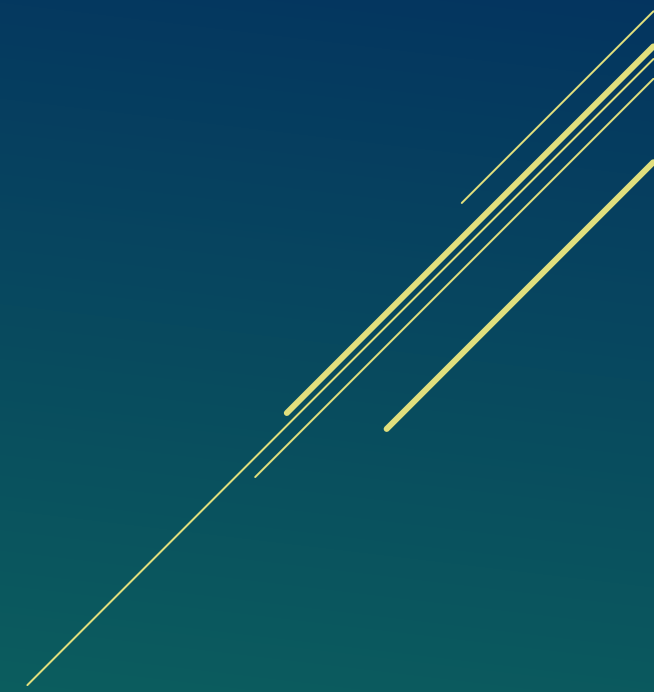


How to transition from being a peer to a supervisor?



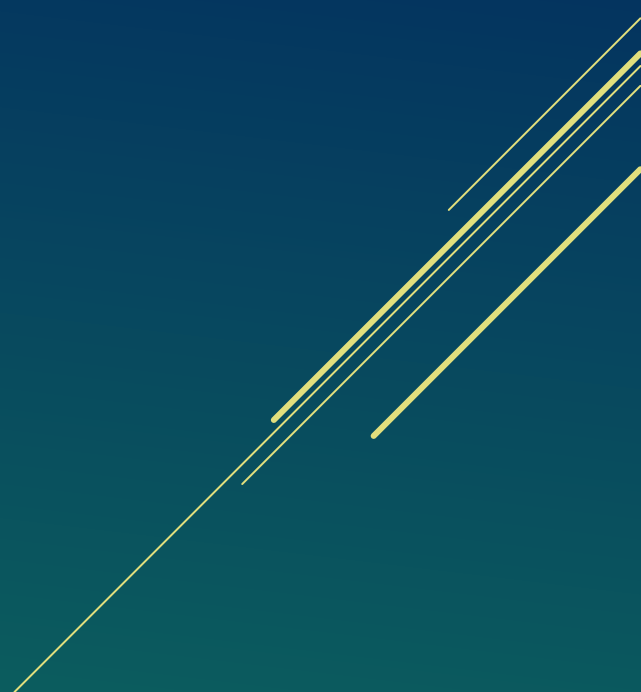


**Any advice on how to maintain
a healthy work/life balance?**





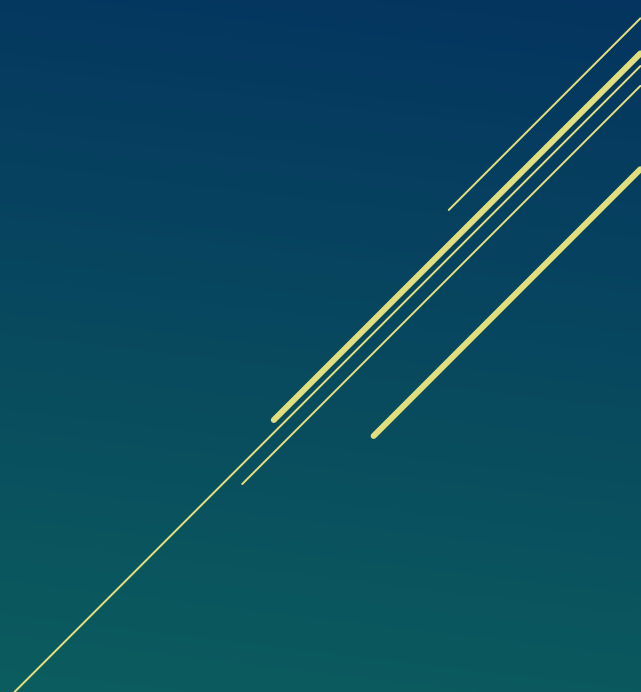
**What is your favorite way
to relieve job stress?**





What is the most important responsibility of a director?

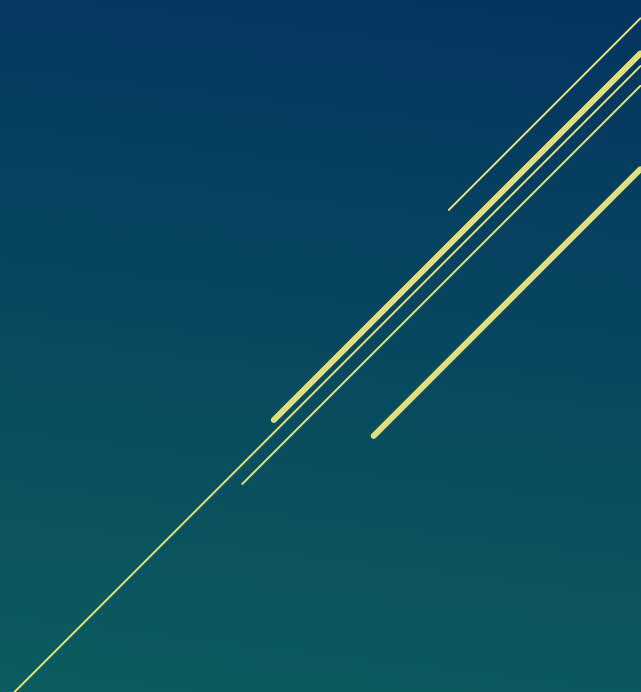
Non-director Perspective





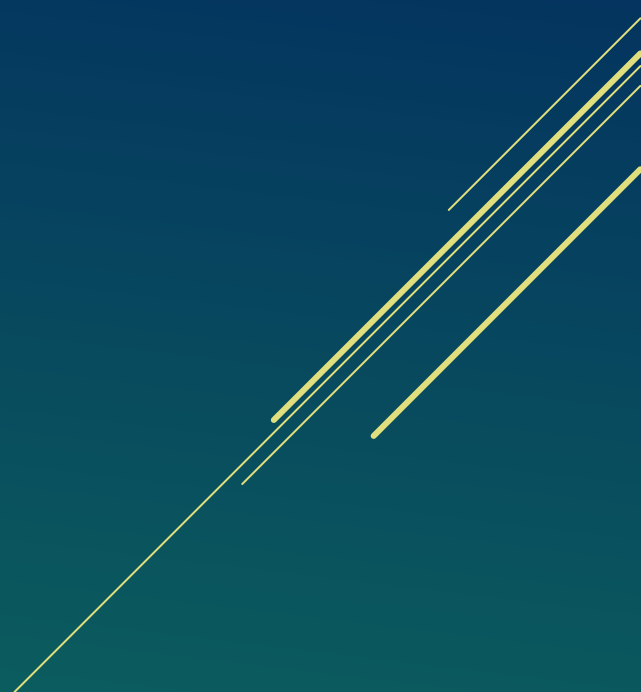
What is the most important responsibility of a director?

Director Perspective

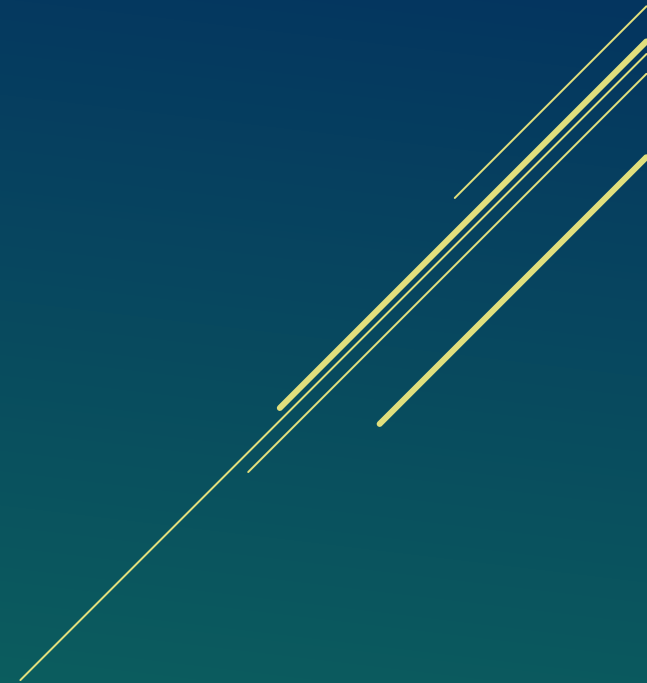




Any thoughts about preparing for retirement in the distant (or not so distant) future?




“Take-Aways”

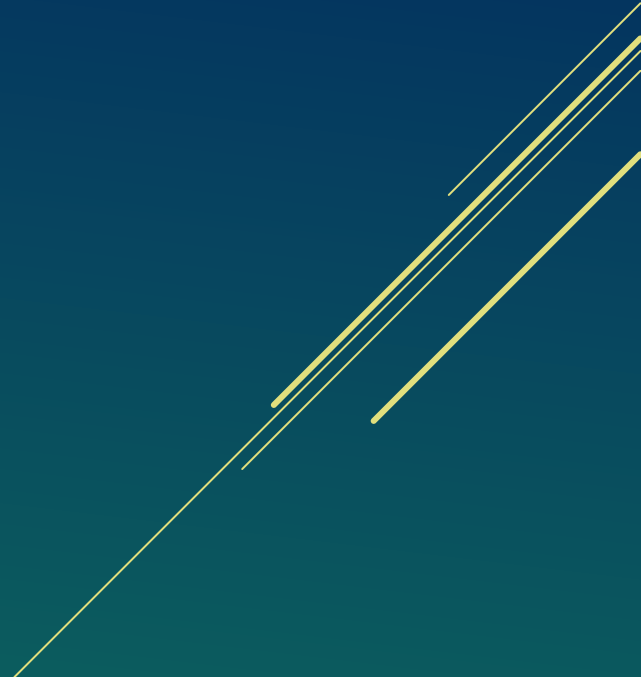




Steve Butler's Take-Aways

- Put yourself “in the other person’s shoes” to better understand their viewpoints
 - Always keep the broad Public Interest in mind!
 - Important to be internally motivated
 - Be respectful of everyone, regardless of their position or “rank”
 - Long-range planning is important, but implementation is even more so!
- 

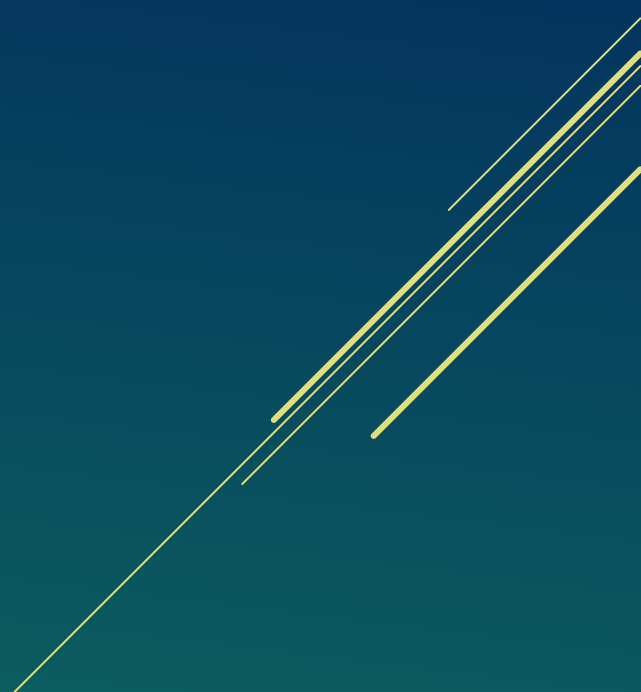
Adrian Smith's Take-Aways

- Get to know people.
 - Recognize what you love about where you live and work.
 - Connect your daily tasks to your community's long-term goals.
- 



Jacob Gonzalez's Take-Aways

- Be Authentic - Be Yourself
- Keep Learning - Surround Yourself with Challenges
- Be Patient! Trust the work.





McCaela Daffern's Take-Aways

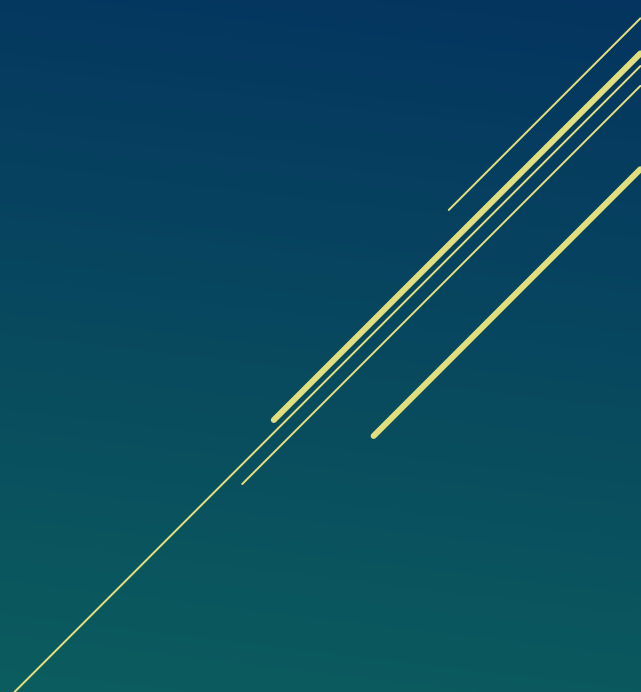
- The path to finding your calling is not a straight line
- Try everything
- You will never achieve anything great on your own
- Build credibility and relationships
- Supervision is hard
- Be intentional about learning to lead



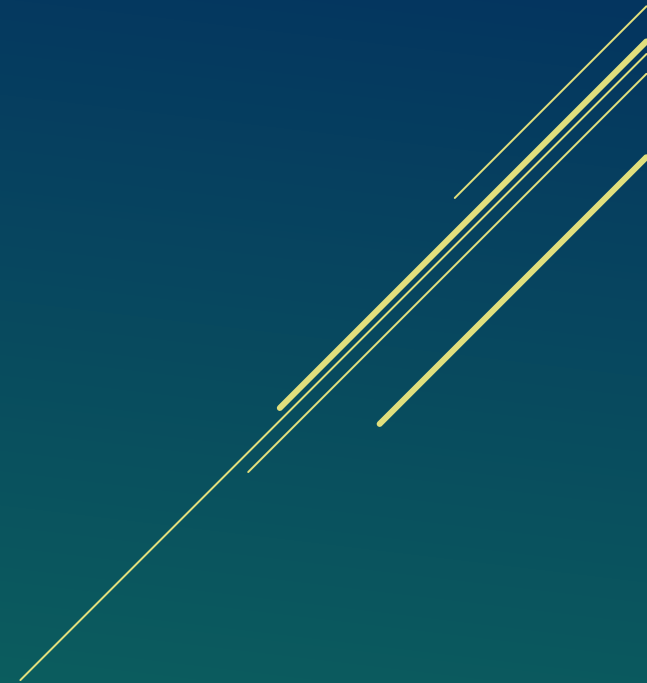


Donna deBit's Take-Aways

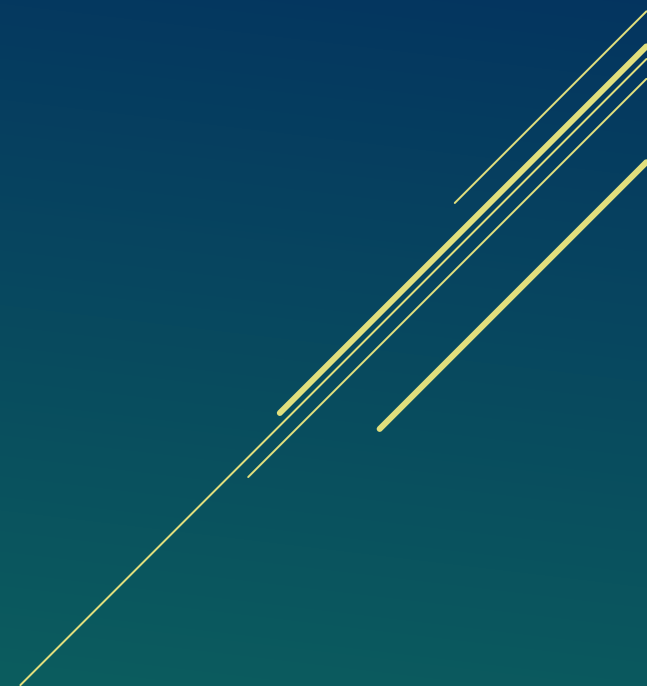
- Remind yourself of your 'why'. You picked this profession after all!
- Explore the profession. Planning covers so much!
- Burnout is a real thing. Try not to get to that point!



Questions & Comments from the Audience



THANK YOU!



EXTRA SLIDES

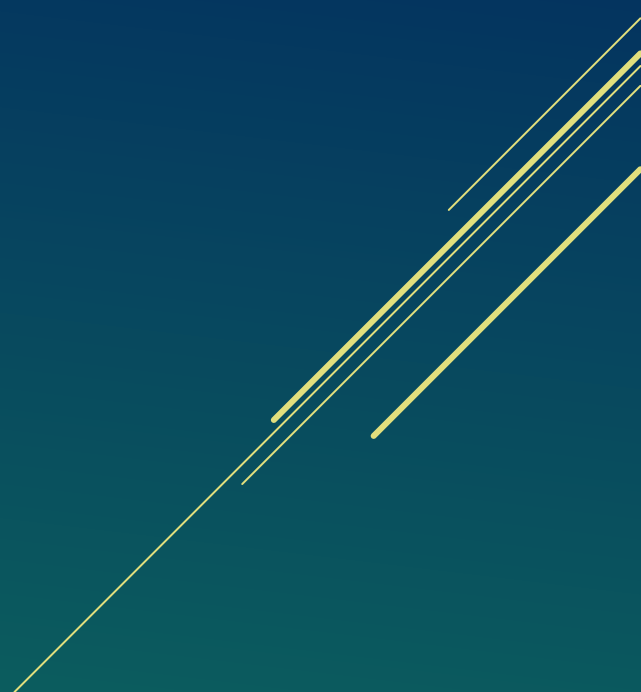
(Just in Case We Have Extra Time)





How do you afford to be a
planner in your community?

Extra Slide





How should planners
promote making our
profession more inclusive?

Extra Slide

