

me like to have him or her around. If you run over in you mind a few of the people you like, I believe you will decide they have personality as far as you are concerned. Most of us don't think of people in terms of personalities. We like them or don't, the degrees vary. Let's drop out that word personality as a requisite for an industrial nurse. Let's substitute the requirement that she should be someone who inspires confidence in us and is darn likeable.

We hear of this nurse having dignity and that one being undignified. When I became President in 1929 -- 24 years ago -- the then First Vice President said, "Bill, in this new job you must be more dignified". I find it difficult to describe my idea of the needed dignity in your profession or in mine. You certainly do not need some of the dictionary's characterization of it. Don't have, even if you can, "a grave or noble bearing." When I look in on you, please hide your "repose and serenity of demeanor." Being dignified is not that hard by far. Do not have what medical students call the hospital face. As a matter of fact, none of you here could. The all-out purpose of your carry-on must be to make your place "worthy of respect." That of itself is sufficient to dignify your profession and thereby yourself. There it is in a nutshell. You know it. Try to carry on that way, all the time. When you slip, get back on that purpose with fresh determination. You are entitled to pride in your work. That need not be hidden.

Let's discuss the daily quota of your tasks. These vary as to the time they consume, and are, of course, affected by the size of the plant. They include first aid, compensation cases, doctor visits, medical check-ups and keeping familiar with what goes on in every part of the plant with eyes alert to bad spots, to possible further improvements. A habit of walking through the plant from time to time is invaluable.

There is the daily opportunity to assist, to extend capable and effective help in the many home problems of our people. These range from the emotional upsets to the expected child's birth. As you help, you contribute toward the family's safety and peace of mind as well as toward the worker's health and effectiveness. We all want the human interest of others, and each and everyone of us often badly need it. With it comes a feeling of greater security in life. You have endless opportunities to make life seem more secure to many through your evidence of real interest. Each of us can help someone who has taken an awful beating.

For most people, loneliness, and let's acknowledge we all suffer it at times, is seldom a matter of physical isolation. It comes most importantly in periods of seemingly incurable trouble. You are helping many people by the friendliness of your interest, its complete sincerity.

We look to you to keep your ears alert to opportunities for Brake Shoe to prove its deep interest in the people who are making the Company's progress. It is important for you to keep in mind that there are, and always will be, men in our ranks who would be happier some other place and some who would not be happy anywhere. Some of the former can be helped. With some of the others the cause seems hopeless. There must be realism in your judgments, and, although a woman's intuition is usually better than a man's, keep in mind that even men are sometimes right. Our job is to help right men progress. Alertness to our opportunities will help your company be a better industrial citizen.