

# CAREER ACHIEVEMENT PROJECT

## INTRODUCTION

The Career Achievement Project (CAP) is an on-going research effort by Dr. Rick Cotton started approximately 14 years ago to compile data on 30 qualitative and quantitative variables for 28,000+ individuals from 240+ industry and occupational Halls of Fame at the national and international level. Insights generated, aid in understanding the nature of extraordinary career achievements. In the end, this unique database will produce career insights important to the Fourth Industrial Revolution era focused on advanced robotics, artificial intelligence, and other technical and biological innovations.

During the JCURA program, I collected and analyzed all inductee profiles from 4 public Hall of Fame websites. Additional in depth analysis will be needed by Dr. Rick Cotton to fully answer the research questions going forward. I collected and analyzed inductee profiles from the following Halls of Fame: **International Bowling, American Association of Sunday and Feature Editors, National Rugby League and North American Railway.**

## SIGNIFICANCE OF MY RESEARCH

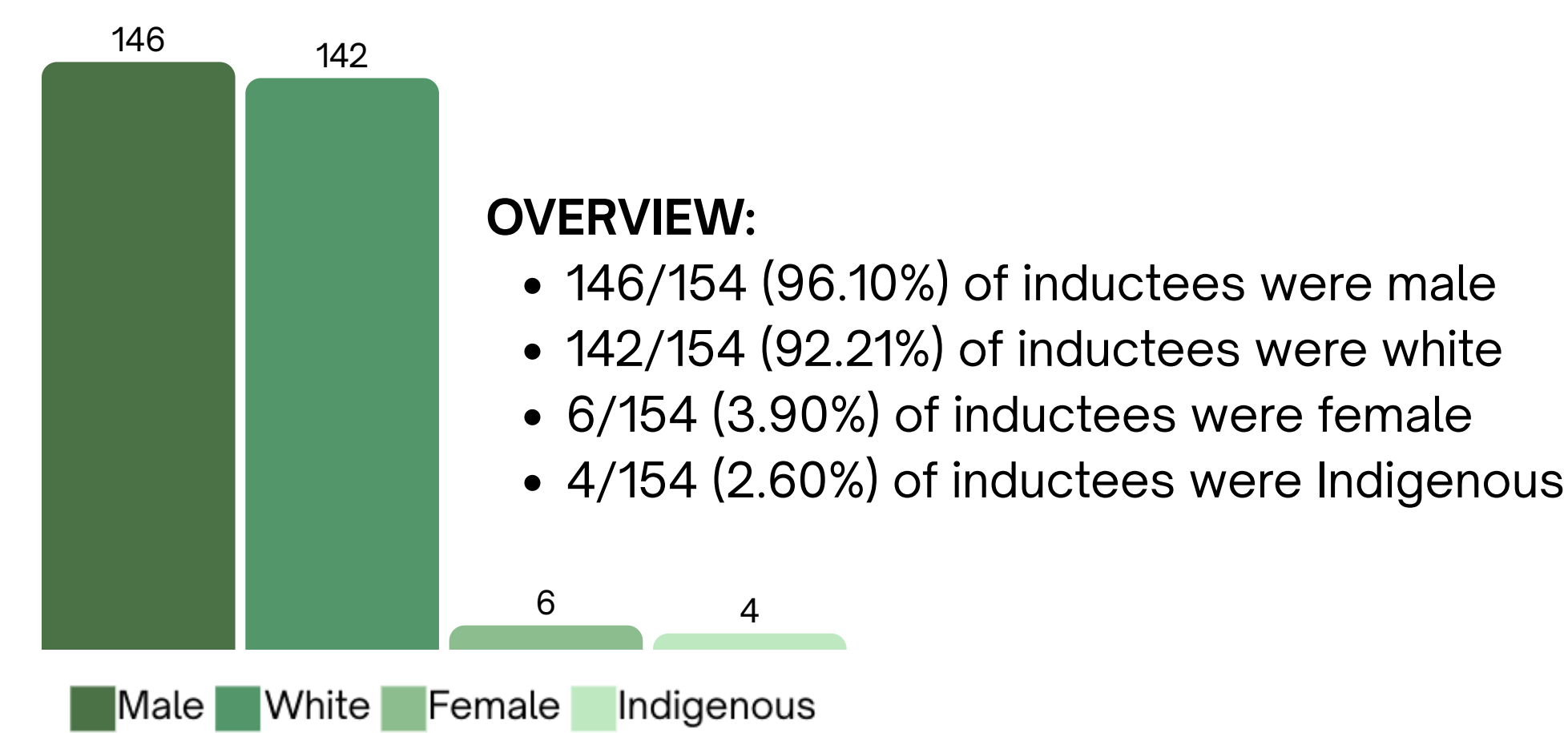
As the world continues to focus on the importance of equality and the acceptance of all groups, there is still a significant difference in how women and other minority groups are rewarded for their career achievements. My research for the Career Achievement Project further illustrated this statistic as the majority of Hall of Fame inductees are white men, demonstrating the inequalities that exist in numerous career fields. These statistics were true across national and international Halls of Fame globally throughout the past 100+ years, showing that there has been little progress in mitigating these discrepancies.

Additionally, I accessed my personal career purpose and success measurements with the help of Dr. Rick Cotton. As a woman in the male dominated field of Business, I want to best leverage my skills and strengths as I move forward with my future career decisions. This work was done using numerous self-assessment tools and personal career growth research.

## NATIONAL RUGBY LEAGUE

INDUCTION YEARS: 2008, 2012, 1981, 2018, 2019, 2024  
CAREER YEARS: 1907-2020

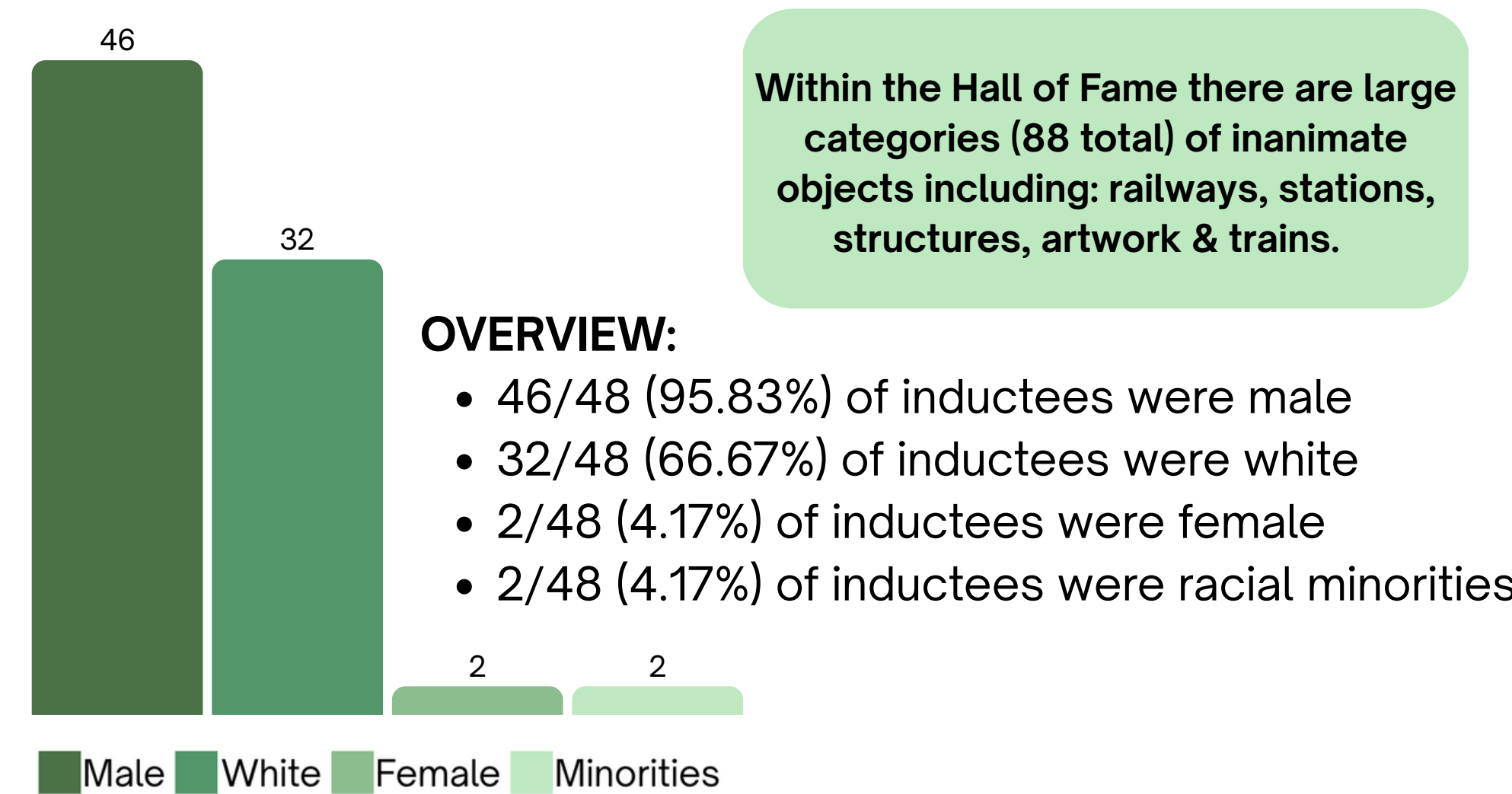
- People were inducted into the following categories: Immortals, Men's Players, Women's Players, Contributors, Coaches & Referees
- All involved in Australian rugby, of which 92.86% were also born in Australia
- The majority of the players had short career lengths (13.4 year average) while other inductees had careers averaging 29.7 years
- Most inductees have played on a National Rugby Team
- None of the inductees stayed with the same employer for their whole career



## NORTH AMERICAN RAILWAYS

INDUCTION YEARS: 1999-2023  
CAREER YEARS: 1812-2016

- 43.75% of inductees are known to be Canadian although it covers all of North America
- Many people inducted lived before 1900 or shortly thereafter
- The primary employers include: Canadian National Railway, Canadian Pacific Railway, New York Central & Michigan Central Railway
- The average career length was 43.1 years
- Many had a side hustle as an entrepreneur, innovator, board member or elected government official



## ADDITIONAL HALLS OF FAME

### INTERNATIONAL BOWLING

- Induction years: 1919-2024
- Total inductees: 741

### AMERICAN ASSOCIATION OF SUNDAY AND FEATURE EDITORS

- Induction years: 1997-2018
- Total inductees: 27

## OVERALL FINDINGS

The information that I was able to collect varied across each Hall of Fame depending on the data provided publicly. Even within the same Hall of Fame, some inductees had more detailed biographies than others. I reached out to some associations to receive additional information on inductees, but failed to gain access. As the project progresses, Dr. Rick Cotton will access additional information about inductees using other sources.

## LIONEL MORGAN - NATIONAL RUGBY LEAGUE

Lionel Morgan made history when becoming the first Indigenous man to play for the Australian National Team in 1960. After playing two impressive games against France, he was named to the World Cup squad. He encountered challenges getting a passport as at that time, the Indigenous population could not receive one. He was inducted in 2024.



## UNLEASHING THE HALL OF FAME WITHIN: PERSONAL CAREER LEARNINGS

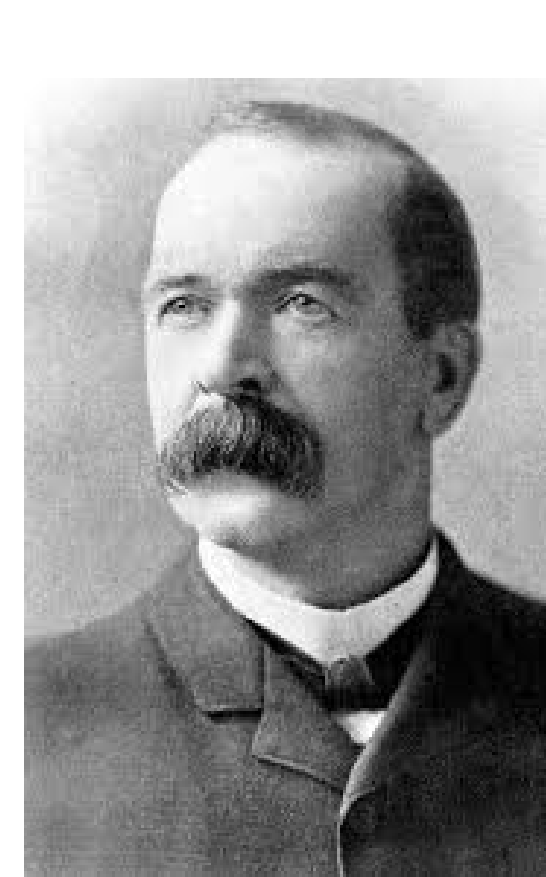
Alongside my research collecting data on Hall of Fame inductees, I also worked on discovering my own career path using the *Ikigai Approach to Career Thriving* directed by Dr. Rick Cotton. I completed numerous ikigai-aligned assessments to develop my own personal brand assisting with reaching my short- and long-term career goals. The three key aspects of human capital that we focused on included: skills, knowledge and strengths, as a strong understanding of each is needed to advance personal career goals. At the end of the self-reflection phase, I used the North American Industry Classification System (NAICS) Exploration tool to develop a list of my potential future careers and industry sectors.

I also sought out key lessons in each Hall of Fame that I will work to implement in my future career. My key takeaways from the North American Railways Hall of Fame were that working in an industry that attracts a diverse set of employees and stakeholders appeals most to me, and that once you become invested in a career, seek out additional ways to become involved in that topic outside of the workplace. The National Rugby League highlighted that some careers will be short but that does not mean they are not valuable. Additionally, I observed that as a female it can be difficult to get the same recognition as males and when recognition is given, it is not necessarily to the same extent as for males.

## JANE NG - NORTH AMERICAN RAILWAYS

Jane Ng is a leading expert in urban rail signalling, who began her career in Toronto as part of the original team that developed Communication-Based Train Control. She introduced CBTC to China, where it became the national standard, replacing traditional track circuits enabling high-speed, driverless rail operations. After retiring from Thales Canada Inc., she continues to share her expertise through consulting and international talks on CBTC's history and evolution. She was inducted in 2023.

## JOHN MURRAY - NORTH AMERICAN RAILWAYS



John Murray was born in Edinburgh, Scotland in 1840. His career started in the U.S. Navy before becoming a detective for the Canada Southern Railway. In 1875, he was appointed as Ontario's first provincial detective, where he solved over 100 cases. He co-founded the Criminal Investigation Branch, which later evolved into the Ontario Provincial Police. He was inducted in 2016.

### LIFE STORIES

Meaningful Skills/Strengths

### HOLLAND HEXAGON

Vocational Personality

### TOP 15/245 SKILLS/ABILITIES

Favourite Skills/Abilities to Use

Use my brain	Data / Ideas
Follow Through / Get things done	People
Plan	Data / Ideas
Pay attention to details	Data / Ideas
Study / Observe	Data / Ideas
Observe / Improve	Data / Ideas
Coordinate	People
Listen	People
Interpret, speak, read foreign language	People
Use my body, hands, fingers	Things

### ASSESSMENTS THAT I COMPLETED IN REGARDS TO THE IKIGAI MODEL

**STANDOUT 2.0 Strengths Roles**

1. EQUALIZER
2. CREATOR
3. INFLUENCER
4. PIONEER
5. STIMULATOR
6. TEACHER
7. CONNECTOR
8. PROVIDER
9. ADVISOR

### NAICS EXPLORATION

Top 10 High Potential Industries

NAICS Industry	Industry Name	Industry Description	Occupation
4841	Management of companies and enterprises	Management of companies and enterprises	4841
5413	Management, scientific, and technical consulting services	Management, scientific, and technical consulting services	5413
5415	Management, scientific, and technical consulting services	Management, scientific, and technical consulting services	5415
5416	Management, scientific, and technical consulting services	Management, scientific, and technical consulting services	5416
5417	Management, scientific, and technical consulting services	Management, scientific, and technical consulting services	5417
5418	Management, scientific, and technical consulting services	Management, scientific, and technical consulting services	5418
5419	Management, scientific, and technical consulting services	Management, scientific, and technical consulting services	5419
5420	Management, scientific, and technical consulting services	Management, scientific, and technical consulting services	5420
5421	Management, scientific, and technical consulting services	Management, scientific, and technical consulting services	5421
5422	Management, scientific, and technical consulting services	Management, scientific, and technical consulting services	5422

**PREFERRED CUSTOMERS/CLIENTS SEGMENTATION**  
Top 5 Most Rewarding Customer Segments to Serve & Support

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