



NEWS

BIDS

INFO



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Recent Business Students Define Success

and I compiled the most enduring insights to

I recently revisited their stories and reflections,

By Patrick Abouchalache

As the Class of 2025 graduates into an uncertain and fast-changing working world, they face a crucial question: What does it mean to be successful?

Is it better to take a job that pays more, or one that's more prestigious? Should you prioritize advancement, relationship building, community impact, or even the opportunity to live somewhere new? Sorting through these questions can feel overwhelming.

I am a business school professor who spends a lot of time mentoring students and alumni in Generation Z—those born between 1997 and 2012. As part of this effort, I've surveyed about three hundred former undergraduate students

and spoken at length with about fifty of them. Through these conversations, I've watched them wrestle with the classic conflicts of young adulthood—such as having to balance external rewards like money against internal motivations like wanting to be of service.

offer to the next generation of graduates. Here's their collective advice to the Class

1. Define what matters most to you Success starts with self-reflection. It means

setting aside society's noise and defining your own values. When people are driven by internal rewards

like curiosity, purpose, or pleasure in an activity itself—rather than outside benefits such as money—psychologists say they have "intrinsic motivation.' Research shows that people driven by

intrinsic motivation tend to display higher levels of performance, persistence, and satisfaction. Harvard Business School professor Teresa Amabile's componential theory further suggests that creativity flourishes when people's skills align with their strongest intrinsic interests. The alternative is to "get caught up in society's expectations of success," as one consulting alum



put it. She described struggling to choose between a job offer at a Fortune 500 company or one at a lesser-known independent firm. In the end, she chose to go with the smaller business. It was, she stressed, "the right choice for me." This is crucial

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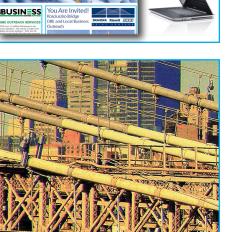
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SKANSKA USA CIVIL IS SOLICITING COST PROPOSALS FROM NEW YORK STATE DBE SUBCONTRACTORS AND VENDORS

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Design-Build Services for Second Avenue Subway, Phase 2— Tunneling and Structural Shell Project

MTA Construction and Development Contract No. C-26202 Bid Date: June 23, 2025 Description of project: This contract is the second contract of Phase 2 of the Second Avenue Subway Program. Phase 1 of the program extended the Q Line subway service from 63rd Street and Lexington Avenue to

96th Street and 2nd Avenue and has been open to the public since 2017.

Phase 2 of the program will extend the Q Line subway service from the 96th Street Station to 125th Street and Lexington Avenue. This contract will be for the rehabilitation of an existing MTA tunnel constructed in the 1970s, the construction of two bored running tunnels and associated cross passages, and for the construction of the structural shells for the 116th Street and 125th Stations and associated construction of shafts and adits at the future ancillary and entrance sites, and for the construction of the shaft and adits at the end of tail-track tunnels. Many bidding opportunities are available: geotechnical instrumentation, haul and dispose soil,

inspections, CPM, MPT, road paving, striping, survey, landscaping, building demo, SOE/ground improvements, lead and asbestos abatement. If you are interested in bidding on this project, please contact Skanska's Outreach Coordinator: Aislinn.Speranza@skanska.com • EOE/Vet/Disabled

rodent control, photography, rebar fabrication, electrical sub, soil and water sampling, office

trailers, fencing, curbs and sidewalks, site work, security guard service, utility work, QA/QC



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IS SOLICITING COST PROPOSALS FROM NEW YORK STATE DBE SUBCONTRACTORS AND VENDORS Design-Build Services for LIRR West Side Yard Flood Mitigation Measures

MTA Construction and Development Contract No. 6401 Bid Date: June 27, 2025

Description of project: Design, furnish, construct, and install concrete perimeter flood walls, seepage cut-off barriers below the concrete flood walls, flood gates, deployable flood barriers, sump pumps, a tide gate

chamber, drainage system improvements, workable aisles and a diesel generator, an automatic

transfer switch, ancillary electrical equipment, and required communications. This project will develop flood protection solutions for the West Side Yard in order to prevent and mitigate flooding of the LIRR Tunnels. The flood protection along the WSY perimeter will

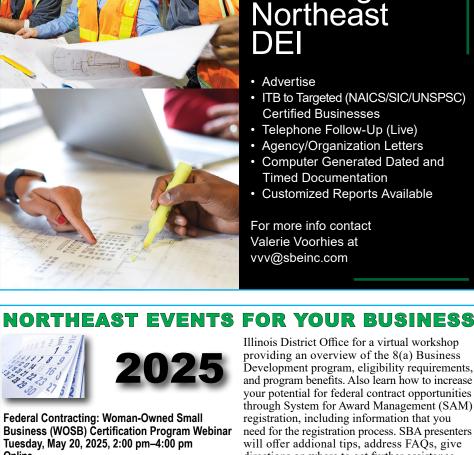
site utilities. If you are interested in bidding on this project, please contact Skanska's Diversity and Outreach Coordinator: Aislinn.Speranza@skanska.com • EOE/M/F/Vet/Disabled

be accomplished via a combination of permanent flood walls and deployable flood barriers.

Many bidding opportunities are available: deep foundations, minipiles, jetgrout, sheeting, rebar

installation, concrete supply, site work, electrical work, painting, paving, curb and sidewalk,

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providing an overview of the 8(a) Business Development program, eligibility requirements, and program benefits. Also learn how to increase your potential for federal contract opportunities through System for Award Management (SAM) registration, including information that you

need for the registration process. SBA presenters will offer addional tips, address FAQs, give



The federal government's goal is to award at least five percent of all federal contracting dollars to woman-owned small businesses each year. Join us for training on how to register for

SBA's Woman-Owned Small Business (WOSB) program, which helps eligible small businesses to qualify for federal contracting opportunities. The monthly sessions include an overview of the self-certification process, and a discussion of the NAICS codes that qualify as WOSB or EDWOSB. Register at https://www.eventbrite. com/e/woman-owned-small-business-wosbcertification-program-tickets-1117070520999

8(a) Orientation and SAM Registration Webinar Wednesday, May 21, 2025, 10:30 am-12:00 pm

Main Sponsor(s): US Small Business Administration Contact: SBA Illinois District Office, 312-353-4528, illinois.do@sba.gov

directions on where to get further assistance, and answer your other questions. For this and other events, one goal is to better address the needs of attending current and soon-to-be business owners. To register for this free webinar, visit https://www.sba.gov/event/65219 Selling to the Federal Government Webinar Thursday, May 22, 2025, 1:00 pm-4:00 pm Online Main Sponsor(s): US Small Business Administration Contact: George Tapia, 610-382-3086, george.tapia@sba.gov Fee: Free; registration required Did you know that the federal government is the largest purchaser of goods and services in the

world? Interested in learning how your business can market your services or goods to the federal

government? Register online at https://www. eventbrite.com/e/how-to-sell-to-the-federalgovernment-tickets-21790713611 SBA helps to ensure small businesses get fair opportunities to share federal government prime contracts. Topics will include: How to Register, Small Business

Certifications, Finding Opportunities, Marketing Your Firm, Federal Supply Schedules, Getting Paid, Tips to Prepare Your Offer, How to Seek Additional Assistance. All training sessions are held via Microsoft Teams Meeting.

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Fee: Free; registration required

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