

Exploring Character-Building-Traits in the Nigerian Youth.

by

Prof. 'Tola Badejo

*Vice-Chancellor, Wesley University of Science and
Technology, Ondo. (WUSTO)*

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Ladies and gentlemen,

When in April 2008 I was offered appointment by the Governing Council of Wesley University of Science and Technology, Ondo (WUSTO) to be the pioneer Vice-Chancellor, little did I know the enormity of the challenge before me. One of the mandates I was given is “moral regeneration” in the students which is central to the vision of the university.

Moral regeneration! I exclaimed. All along in my career, I had concentrated formally on academic achievement of my students. I had handled moral regeneration informally at the individual level. My former students will bear me witness that I used to drive students who were not well-dressed out of my office or lecture room. I never condoned indecent exposure of body parts, untidy and non-conformist hairdos, lateness to class, sleeping in class, making noise on the corridor and engagement in open display of amorous relationship between students of the opposite sex. I also stood against and fought colleagues who engaged publicly in indecent behaviour e.g. Colleagues in the company of people with whom they do not have a formalized relationship in public places where people with formalized relationships also visit. One can go on listing different types of indecent behaviour arising from moral decadence that I, on my own, had little tolerance for.

So, in ruminating over the mandate I was given, my mind strayed back to my days in the University of Ife (now Obafemi Awolowo University) on a one-man crusade against immorality in a public university where the mandate did not expressly state moral regeneration but which was implied in the insistence of graduating only those who satisfy the university in both learning and character.

Before assuming office in WUSTO, I had a covenant with God that I will excel in ensuring moral regeneration in the students. The story of how I started is contained in the Preface of my book titled “My Commandments” which was commissioned during the first Graduation Ceremony in WUSTO. In this book, scores of men and women were celebrated by projecting their thoughts to the listener and eventually the reader.

A few of the men I celebrated in this book lived before Christ (e.g. Socrates; Xenocrates, Buddha, etc.), many lived and died before the beginning of the last century, while many died early this century before many of us still living were born. A few are still alive. I leaned towards the past because of my belief in the notion that if one does not know where he is coming from, one cannot have a clear view of where he is heading to. I dug into the archives every weekend and presented quotable quotes to Wesleyans-in-WUSTO every Monday morning from which I formulate each week’s message.

“My Commandments” is a compilation of my charge to the university community every Monday in four years: Two hundred and eight weekly charges unbroken and uninterrupted neither by public holidays nor my absence due to exigencies of duty. The themes explored are issues that not only mould the character of the youth but should also develop positive character traits in the individual and consequently, the nation. I am going to recapture some of these themes in this paper as I presented them to my students, with the belief that it will impart my audience today positively as it did my students.

Selflessness

The basis for building positive character traits is **selflessness** which was the theme of my charge in April 2011. This theme was repeated in May not only because there were so many references on it, but also because **selflessness** is so central to character building. On Monday April 4, I explained to my students that **Selflessness** means a combination of each of the following three character traits: i) having little concern for one's own interests; ii) showing unselfish concern for the welfare of others; iii) disregarding one's own advantages and welfare over those of others. I ended the charge with the

message contained in a quotable quote from **Anthony Robbins** which says: *“Only those who have learned the power of sincere and selfless contribution experience life's deepest joy: true fulfilment.”* Anthony Robbins was born in 1960 and he is still alive. He is an author, actor & Professional Speaker.

The following week, I asked my students a rhetorical question which I am asking everyone here present: *“Is it possible for somebody to be completely selfless?”* I re-affirmed **Anthony Robbins’** position that selfless actions and thoughts are not only possible, but give a real sense of satisfaction and abiding happiness. I explained further that selflessness means acting without thinking about how one will profit or be rewarded. If we give help to others, but expect recognition or the favour to be returned, it is not a selfless action. True selflessness means doing the action, even if it is never ever known to anyone else. I capped my charge with a message from **Gautama Buddha**: *“We are formed and moulded by our thoughts. Those whose minds are shaped by selfless thoughts give joy when they speak or act. Joy follows them like a shadow that never leaves them.”* **Gautama Buddha**, also known as **Siddhārtha Gautama, Shakyamuni** was a sage on whose teachings Buddhism was founded. He was born in Northeastern India in 563 BC and died between 486 and 483 BC. I concluded my charge on that day with the following: *“Is there anybody here who does not want joy to follow him/her like an inseparable shadow? My wish for every selfless Wesleyan-in-WUSTO is that not only joy would follow you like a shadow but also fulfilment, satisfaction and happiness”*. This is also my wish for everybody listening to me today.

The week after, I listed the synonyms of the word selfless as: unselfish, generous, altruistic, self-sacrificing, magnanimous, self-denying, ungrudging, gallant, noble, etc, but focused on **altruism**. I modified Ayn Rand’s {(1905 – 1982) a Jewish Russian-American Novelist} random thoughts on altruism as follows: The basic principle of altruism is that man has no right to exist for his own sake, that service to others is the only justification of his existence, and that self-sacrifice is his highest moral duty, virtue and value. **Altruism** should not be confused with kindness, goodwill or respect for the rights of others. These are mere consequences of **altruism**, but not synonymous with it (i.e. Altruism) which is more primary/fundamental. The irreducible primary of altruism, the basic absolute, is self-sacrifice - which means: self-immolation, self-abnegation, self-denial and self-destruction, all of which mean: *“the self-centred as a standard of evil, the selfless as a standard of doing good/righteousness”*.

On May 9, 2011, I projected the thoughts of Isaiah Thomas, a 51-year-old basket ball coach, on ‘team spirit’ to the students: *“It's hard to get people to overcome the thought that they have to take care of themselves first. It's hard to get players to give in to the group and become selfless as opposed to selfish”*. I highlighted the benefits of selflessness as follows: Selflessness conquers pride; Selflessness expands our minds; Selflessness confirms true friendship.

On subsequent weeks, I explained in succession the benefits of selflessness. On conquering pride, I explained that in a true selfless action, we are not acting to feed our ego and receive the flattery of the world. We are not acting out of competition or desire to prove ourselves to others. We are acting out of a motivation to do the right thing and help others. By definition, **selflessness** cannot involve inflating our ego, it does exactly the opposite. On expanding our minds, I explained that when we act through selfless motives, we are helping to expand our sense of self and sense of identity. This not only enables us get joy from the achievements of others, it also enables us get joy from serving others. This outlook on life is the best guard against jealousy, meanness and vanity. On confirmation of true friendship, I opined that Friendship and love is not like a bartering service at an auction. If we wish to love in a selfless way it means we need to identify with others. This is a very different love from the human love that demands and expects things in return. Real love and friendship must involve a forgetting of self and a willingness to put others first. This corroborates **Sri Chinmoy’s** quote which goes thus: *“Your mind’s selfishness is your all-exclusive individuality. Your heart’s selflessness is your all-inclusive universality”*.

On the last Monday in May 2011, I encapsulated the reward for selflessness in a story which goes thus: An unemployed graduate woke up one morning and checked his pocket. All he had left was ₦10. He decided to use it to buy food and then wait for death as he was too proud to go begging. He was frustrated as he could find no job, and nobody was ready to help him. He bought food and as he sat down to eat, an old man and two little children came along and asked him to help them with food as they had not eaten for almost a week. He looked at them. They were so lean that he could see their bones coming out. Their eyes had gone into the socket. With the last bit of compassion he had, he gave them the food. The old man and children prayed that GOD would bless and prosper him and then gave him a very old coin. The young graduate said to them 'you need the prayer more than I do'. With no money, no job, no food, the young graduate went under the bridge to rest and wait for death. As he was about to sleep, he saw an old newspaper on the ground. He picked it up, and suddenly he saw an advertisement for people with old coins to come to a certain address. He decided to go there with the old coin the old man gave him. On getting to the place, he gave the proprietor the coin. The proprietor screamed, brought out a big book and showed the young graduate a photograph. This same old coin was worth 3 million dollars. The young graduate was overjoyed as the proprietor gave him a bank draft for 3 million dollars within an hour. He collected the Bank Draft and went in search of the old man and little children. By the time he got to where he left them eating, they had gone. He asked the owner of the canteen if he knew them. He said no but they left a note for you. He quickly opened the note thinking it would lead him to find them. This is what the note said: *'You gave us your all and we have rewarded you back with the coin.'* The lesson of this story is that you should make it a habit to be good to all you come across, (especially when being good translates to selflessness) as you never know who holds the 'keys' to your breakthroughs! All I am saying is: In everything you do, put others first.

Humility

Before **Selflessness**, I had addressed **Humility**, the adjectival form of the word “**humble**”, as a character trait in October 2010. The “Man of the Month” was William Temple, (1881 – 1944) a Priest in the Church of England, the Bishop of Manchester (1921–29), Archbishop of York (1929–42) and Archbishop of Canterbury (1942–44). I celebrated William Temple because of his quotable quote: *“Humility does not mean thinking less of yourself than of other people, nor does it mean having a low opinion of your own gifts. It means freedom from thinking about yourself at all”*. I projected my thoughts on humility to the students in the following words: Humility is the quality of being modest, reverential, even politely submissive, and never being arrogant, contemptuous or rude. Humility, in various interpretations, is widely seen as a virtue in many religious and philosophical traditions, being connected with notions of unity with the universe or the divine, and of not being egocentric. In subsequent weeks, I tried to throw light on egotism, one of the antonyms of humility. I quoted Frank Leahy’s 10 January 1955 saying that: *“Egotism is the anesthetic that dulls the pain of stupidity”*. I explained to my students that if one is not humble, one has the natural tendency towards egotism, so as to kill the self-inflicted pains of his stupidity.

On October 25, 2010, I opined in the words of **Iris Murdoch (1919 - 1999)** an Irish-born British novelist and philosopher that: *“Humility is not a peculiar habit of **self-effacement**, rather like having an **inaudible voice**; it is a **selfless respect for reality** and one of the most difficult and central of all the virtues”*. **‘Self-effacement’** connotes throwing oneself into **obscurity**. **‘Inaudible voice’** connotes **quietness**. What Iris Murdoch meant is that Humility is not the former, but the latter. He also talked about *‘selfless respect for reality’* and stressed that it is the *‘most difficult but central of all virtues’*. What this suggests is that humility is more of an acquired than inborn trait because man has a natural tendency towards self aggrandizement. One therefore needs to burn a lot of energy to be humble. When man achieves perfection in respect of humility, all other virtues would have been (albeit unintentionally) effortlessly acquired. One of them is **selflessness**. One thing I would like you all to note here is the interconnectedness of **Humility** and **Selflessness** as exposed by Iris Murdoch.

I wonder how many youths here know that **obedience** is a subset of **humility**. I knew that most of my students needed to come to terms with this, so the theme I addressed after **humility** was **obedience**. **Obedience** can be viewed from different angles. Submission; agreement; respect; deference; are

synonyms of obedience that give credit to both the superior and subordinate. Compliance is a questionable synonym of obedience which suggests behaviour influenced by peers while conformity (another questionable synonym) suggests falling in line with majority. For all youths, i.e. people in their formative stages in life, obedience should be achieved through respect, deference, agreement and submission. Search your conscience. Is obedience to any rule or directive in the schools you have attended and the places where you have worked or are working a result of compliance or conformity? If more than half of the audience says yes, then it means we still have a long way to go in achieving moral regeneration among the youth.

Obedience could be potentially destructive when compliance takes precedence over one's own moral senses. History has revealed that ordinary people, simply doing their jobs, can become agents in a terrible destructive process. Obedience to authority becomes dangerous when morality and independent thought are restrained to the point that harm is inflicted upon another person just as the German Government led by Adolf Hitler did to Adolf Eichmann during the Second World War. Adolf Eichmann was executed in 1962 for his part in organising the Holocaust, in which six million Jewish people, as well as gypsies, communists and trade unionists were transported to death camps and murdered in Nazi Germany and surrounding countries under Nazi control.

Eichmann was a logistical genius whose part in the Holocaust was the planning of the efficient collection, transportation and extermination of those to be killed. At his trial in 1961, Eichmann expressed surprise at being hated by Jewish people, saying that he had merely obeyed orders, and surely obeying orders could only be a good thing. In his jail diary Eichmann wrote 'The orders were, for me, the highest thing in my life and I had to obey them without question' (extract quoted in *The Guardian*, 12 August, 1999, p. 13).

Eichmann was declared sane by six psychiatrists, he had a normal family life and observers at his trial described him as very average. Given that there appears to be nothing particularly unusual about Eichmann, we must face the uncomfortable possibility that his behaviour was the product of the social situation in which he found himself, and that under the right circumstances we may all be capable of monstrous acts.

The lesson we should all learn from Eichmann's situation is that sifting (sieving) an instruction (order; command) through one's **perceptual filter** or subjecting it to our **moral conscience** should be factors in deciding when obeying instructions from an authority figure is dangerous or otherwise.

The concept of **obedience** is better understood by one who knows the deep meaning of **authority**. Authority means invention, advice, opinion, influence or command. Essentially authority is imposed by superiors upon inferiors by various means. In the military, it is by force of arms. In civil life, it is by force of argument (i.e. sapiential authority). Usually authority has components of both compulsion and persuasion. I am assuring you that in WUSTO, our style is that of compulsion through persuasion. There is parental authority in family settings. There is informal authority of leadership in small groups of people who organise themselves into clubs, societies, etc. There is bureaucratic authority in intermediate organizations, such as schools, churches, armies and industries. In the larger society e.g states and nations, there is political authority which dates back to the existence of the most primitive tribal society.

Obedience is a form of social influence where an individual acts in response to a directive from another individual, who is usually an authority figure. The supreme authority in WUSTO or any other similar institution is the booklet on Rules and Regulations and not the officer that is saddled with the responsibility of enforcing obedience to the rules. Obedience is desirable when it is aimed at preventing chaos in an organization. On November 15, 2010, I challenged WUSTO students to search through the **Rules and Regulations** and show me one that inflicts harm on another person, or rather one that is not aimed at preventing chaos i.e. ensuring orderliness. An English Proverb says: "*The ship*

that will not obey the helm (wheel, rudder, control) will have to obey the rocks". This proverb confirms that disobedience to constituted bureaucratic authority is an exercise in self-destruction. Which path do you want to choose as an individual? Is it the path of self-destruction or the path of self-upliftment to a state of being where your character will be satisfactory to both your superiors and subordinates?

The demand of obedience does not lie on the roof of the subordinate alone. It has a grip on the person in authority too. **Marcus Tullius Cicero** (106 BC – 43 BC), Ancient Roman Lawyer, Writer, Scholar, Orator and Statesman had this to say about obedience: "*The man who commands efficiently must have obeyed others in the past, and the man who obeys dutifully is worthy of being someday a commander*". Many years before this declaration by Cicero, **Aristotle** (384 BC – 322 BC) had said that "*He who has never learned to obey cannot be a good commander.*" Every effort therefore in building the character of youths by **compulsion through persuasion** of the led by the leaders is a noble effort that prepares such youths for leadership position. It is important however that every youth should take note of two quotable quotes of **Charles Millhuff**, the author of "Thunder Overhead".

- "*Civilisation is always in danger when those who have never learned to obey are given the right to command*"
- "*Many of life's circumstances are created by three basic choices: the **disciplines** you choose to keep, the **people** you choose to be with; and the **laws** you choose to obey*".

Attitude

On Monday, March 01, 2009, I told my students: "*I am not here in WUSTO to please everybody. I am here to discourage bad attitude.* I said this because of my belief in what **Scott Hamilton** once said: "*The only disability in life is a bad attitude*"

There are many words that sound like **attitude**. One of them is **aptitude**. The synonyms of aptitude are: ability, skill, talent, capacity, fitness, propensity etc. Another word that sounds like attitude is **altitude**. Altitude has fewer synonyms than aptitude. These are: height (above sea level), and elevation. There are many people with the ability to excel in this world. Many of them are talented. Many have the fitness and capacity to reach the top. Many have the propensity to weather all storms and as a result, they reach great heights. They occupy elevated positions in their chosen career. It is erroneous to believe that the attainment of great heights by people is due to aptitude alone. Attitude is a salient factor that must be right before one reaches his altitude.

By **attitude** I mean one's disposition to things, to events and to happenings around him. Life is 10% what happens to an individual and 90% how the individual reacts to it.

On Monday December 20, 2010, the theme of my charge to Wesleyans-in-WUSTO was: "**Add Gratitude to your Attitude**". I presented Brian Tracy's (American Television Host) quotable quote to my students: "*Develop an attitude of gratitude, and give thanks for everything that happens to you, knowing that every step forward is a step toward achieving something bigger and better than your current situation.*" I followed this up with Eileen Caddy's (Scottish writer and spiritualist). "*Gratitude helps you to grow and expand, gratitude brings joy and laughter into your life and unto the lives of all those around you.*" That month, I pleaded with my students that in formulating their resolution for 2011, they should consciously add "gratitude" to their "attitude". Because, according to **Lucius Annaeus Seneca** (4 BC–AD 65), a Roman philosopher and statesman, "*He is ungrateful who denies that he has received a kindness which has been bestowed upon him; he is ungrateful who conceals it; he is ungrateful who makes no return for it; most ungrateful of all is he who forgets it.*" I stopped conducting further research into the definition of an **ingrate** after having access to this quotable quote.

It is my responsibility today to impress it on every member of the audience that you can only be in firm control of your destiny if you can control your attitude towards what happens to you because you have little power over it. This concept can be understood better when one considers what Charles Swindoll (b. 1934), an American writer and clergyman said about attitude sometime ago. “The longer I live, the more I realize the impact of attitude on life. Attitude, to me, is more important than facts. It is more important than the past, the education, the money, than circumstances, than failure, than successes, than what other people think or say or do. It is more important than appearance, giftedness or skill. It will make or break a company... a church... a home. The remarkable thing is we have a choice everyday regarding the attitude we will embrace for that day. We cannot change our past... we cannot change the fact that people will act in a certain way. We cannot change the inevitable. The only thing we can do is play on the one string we have, and that is our attitude ...”

Many of you will soon graduate and join the labour force in the country. It is therefore important to touch on “**Attitude to work**”. **John William Carson’s** (1925 to 2005) famous quotation becomes pertinent here: *Never continue in a job you don't enjoy. If you're happy in what you're doing, you'll like yourself, you'll have inner peace. And if you have that, along with physical health, you will have had more success than you could possibly have imagined.*

Other quotations on “**Attitude to work**” which I have shared one time or the other with the WUSTO community are listed below:

“The man who does not work for the love of work but only for money is neither likely to make money nor find much fun in life”. **Charles Schwab**

“Never work just for money or for power. They won't save your soul or help you sleep at night”. **Marian Wright Edelman**

“What is it that you like doing? If you don't like it, get out of it, because you'll be lousy at it. You don't have to stay with a job for the rest of your life, because if you don't like it you'll never be successful in it”. **Lee Iacocca**

“I feel sorry for the person who can't get genuinely excited about his work. Not only will he never be satisfied, but he will never achieve anything worthwhile”. **Walter Chrysler**

“Hard work spotlights the character of people: some turn up their sleeves, some turn up their noses, and some don't turn up at all” **Sam Ewing.**

“Being busy does not always mean real work. The object of all work is production or accomplishment and to either of these ends there must be forethought, system, planning, intelligence, and honest purpose, as well as perspiration. Seeming to do is not doing”. **Thomas Alva Edison**

“Work is love made visible. And if you cannot work with love but only with distaste, it is better that you should leave your work and sit at the gate of the temple and take alms of those who work with joy”. **Kahlil Gibran**

“The true way to render ourselves happy is to love our work and find in it our pleasure”. **Francoise de Motteville**

Ladies and gentlemen, always remember that work gives people a sense of purpose. It is not uncommon for work to be a large part of a person's life. People need to feel accomplished, successful and work allows us to strive for our best and enjoy the fruits of our labour. As a

worker, do you enjoy what you do with passion? When there is work to do, do you turn up your sleeves or your nose or you don't turn up at all? Pretending to be busy is anecdotal to progress. Many people do and get away with it. But the more they do, the more success becomes elusive to them. Hard work is the price every conscientious worker must pay in order to achieve success. If arranged alphabetically, success comes before work. This obtains only in the dictionary. In real life situations, work comes before success. As conscientious workers, you can accomplish anything if you're willing to pay the price by investing your energy in hard work.

Provided below is a list of good and bad attitudes:

Good Attitudes	Bad Attitudes
<ul style="list-style-type: none"> • <i>Smiles</i> • <i>Good posture</i> • <i>Pleasant tone of voice</i> • <i>Complaining through proper channels while offering ideas for improvement.</i> • <i>Respect and courtesy</i> • <i>Good job performance</i> • <i>Showing interest in others</i> 	<ul style="list-style-type: none"> • <i>Blank facial expression or a frown</i> • <i>Slumping in chairs, leaning on walls</i> • <i>Sarcasm, unmodulated voice, mumbling</i> • <i>Complaining on the work floor</i> • <i>Trash-talking about the company to co-workers; enabling bad attitudes among others</i> • <i>Displaying anger inappropriately</i> • <i>Substandard job performance</i> • <i>Ignoring people at work</i>

With good attitudes you get recognised, make friends, please customers/clients and raise outputs. Simply put, you add value to your organisation. Attitudes project one's beliefs and values, and what people think of their job, co-workers and boss. It is shown in the quality of your work. The boss is aware of your individual attitudes at work and is watching them every day. They are as important as the work that you produce. A "positive" attitude does not always mean "happy", but it is better to be upbeat at work rather than brooding and angry.

Integrity

The person I chose to celebrate in May 2012, was **Eudora Alice Welty** (April 13, 1909 – July 23, 2001); US citizen, Author, Photographer, 1973 Recipient of Pulitzer Prize for Fiction (The Optimist's Daughter), winner of the Presidential Medal of Freedom in 1980. She was my choice because of her quotable quote on **Integrity**: "*Integrity can be neither lost nor concealed nor faked nor quenched nor artificially come by nor outlived, nor, I believe, in the long run, denied*". What does **integrity** mean? The Random House Dictionary's definition of **integrity** is: "*Adherence to moral and ethical principles; soundness of moral character; honesty.*" Integrity has its roots in a Latin adjective called "*integer*" that means "whole" or "complete." People may, therefore, be said to be acting with integrity when their beliefs, words and actions have a sense of unity or wholeness. People who lack integrity, by contrast, say things they don't believe, or act in ways that run counter to their beliefs or what they are known for.

Integrity is a concept of consistency of actions, values, methods, measures, principles, expectations, and outcomes. In ethics (moral principles), **integrity** is regarded as the honesty and truthfulness or accuracy of one's actions. **Integrity** can be regarded as the opposite of hypocrisy in that it regards internal consistency as a virtue, and suggests that parties holding apparently conflicting values should account for the discrepancy or alter their beliefs. **Integrity** has to do with behaviour, morality, personal honesty, acting according to one's beliefs and values at all times; consistency of and adherence to principles. **Integrity** does not consist of loyalty to one's subjective whims, but of loyalty to rational principles.

During interpersonal interactions, one often times is confronted with a situation whereby a close person holds a view that is radically opposed to one's views. In such a circumstance, how do you react? Do you call off the person's bluff? Do you tell him to go to hell? All you need do is to painstakingly identify the reasons for the differences of opinion, or modify your views based on the superiority of the other person's views. This is a recipe for achieving peaceful discussions rather than arguments, which could result in trading of insulting words. **Integrity** is maintained when one tries to reduce altercations (verbal gymnastics) to the barest minimum. Always remember that your **integrity** is under a great threat when you disagree violently with another person whether you are right or wrong.

Many credible employers of labour stick strictly to **Warren Buffet's** quotable quote when interviewing people for job. "*In looking for people to hire, you look for three qualities: **integrity, intelligence, and energy.** ... if they don't have the first, the other two will kill you.*" My advice to you today is that if you see a man who is intelligent, who has energy, but who lacks integrity, don't touch him with a long pole. Avoid him like a plague because he can never be an asset as an employer or employee.

Dr. Mardy Grothe, a German Psychologist and Management Consultant stated in his weekly celebration of great quotes in history on April 08, 2012: "*A building without structural integrity is in danger of collapsing during stormy weather. The same is true for human beings.*" One test of integrity is **calamity**. Integrity is usually under a great threat when one is in serious distress brought about by **failure**. Another great threat to integrity is **success**. Always remember in times of celebration of success or coping with failure that your integrity must be maintained.

I have resisted the temptation to devote more time to in-depth discourse on Integrity but this is not necessary at this point in time, not only because time will not permit me, but also because telling you everything you need to know about **Integrity** may be counterproductive. As students and scholars, I charge you with the responsibility of looking for more facts on the concept of **integrity** so that you do not end up like the man who was given fish to eat instead of being taught how to fish. The **fish-giving model** belongs to the medieval. The **hook-giving model** is what the modern day has recommended. Today, I look at the future and what I see is the **hook-making model**. I have today taught you how to make your own hook so that your fishing exploits can go on in perpetuity.

Selflessness, Humility, Attitude and Integrity are character building traits which I am christening today as **The SHAI Principle** which should be the watchword of every youth who aspires to be a leader one day.

Thank you for your attention.

Signed

Prof. 'Tola Badejo

B.Sc.; M.Sc.; PhD (Ife) Dip. Env. Sci& Tech. (Delft); FESN.