



DISCUSSION GUIDE

EP 401: KICK OFF TO 2025

EPISODE SUMMARY

In this episode, host **Trace Blackmore** discusses plans for the Scaling Up H2O podcast in 2025 and shares insights on personal and professional planning. He covers upcoming events, new podcast features, and strategies for effective goal-setting and relationship management. Trace also reflects on the podcast's growth, sponsorships, and the importance of continuous learning in the water treatment industry.

DISCUSSION QUESTIONS

1. Trace emphasizes the importance of relationships in personal and professional growth. How can water treatment professionals balance their technical responsibilities with relationship-building in their careers?
2. The podcast introduces new discussion guides for team learning. How might these guides enhance professional development in your organization, and what topics would you like to see covered?
3. Trace mentions the "big rocks" concept from Stephen Covey for prioritizing important tasks. How can water treatment professionals apply this principle to manage their workload more effectively?
4. The episode discusses the importance of continuous learning, including reading or listening to books. What strategies do you use to stay updated in the water treatment field, and how might you incorporate more learning into your routine?



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DISCUSSION QUESTIONS (CONTINUATION)

5. Trace talks about the value of attending industry events like AWT conferences. What benefits have you experienced from attending such events, and how do you maximize your learning and networking opportunities?
6. Trace shares his method of creating "net outs" for books he reads and implementing one key takeaway. How might this approach be applied to learning from water treatment conferences or technical training sessions?
7. Trace discusses the importance of self-reflection and learning from both successes and challenges. How do you evaluate your professional growth in the water treatment industry, and what metrics do you use?
8. The podcast aims to "raise the bar in the industrial Water Treatment Community one water treater at a time." How has your participation in the Scaling Up Nation community contributed to your professional development, and what suggestions do you have for further community engagement?



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FULL EPISODE DETAILS

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