

The Game

Dream Job Recipe In The 21st Century

Aero Wong

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Quotes from Directors

"In new digital era, companies could adopt a whole new of mindsets and practices. A highly-engaging company structures itself as a game-like platform where talents find it fun and equipped with enabling weapons and tools to achieve challenging missions ahead."

- Alan Yip

"A company should be a talent hotbed. I wish everyone finding their purpose and then grow in it. I wish the same for you"

- Jeff Begine Ng

Growing, equipping, and beating the ultimate boss in playing an MMORPG are the criteria to thrive in the digital world where uncertainties strike. Play like a game. Work like a game. Win the game with individual and team's endeavour. Gain the satisfaction like there is no end.

- Karin Wan

"New era requires new ways of connecting talents. I'm excited to witness the empowered and engaged gurus breaking the norm and inventing better ways of championing the game."

- Liza Wang

A Game Named GuruOnline

A 10,000 square feet office. A conference room surrounded by seaview. A path with actual road side on the floor that I could ride a bike. I take the road from beginning to an end, 200+ youngsters are in my sight. They are my colleagues. They laugh. They sing. Sometimes they even dance. What are they doing? They are playing, playing a game that I have been playing for 3+ years.

I love to play. Fun and playfulness are always what I want - both in work and in life. They drove me to set foot in this company 3 years ago. Today, I sit down in a room, a room which has transparent walls. You can see my back through those glasses. You can find me talking to a person. He is talking about a game that he created 7 years ago. Every word comes out of his mouth put an intense weight over me. I feel the intensity from heart. "What is it?" I ask myself deep down. Passion? Conviction? Enthusiasm? I see the fire burning in his eyes when he is talking. It fires me up.

"Why did you establish this company 7 years ago? You had a decent life. You worked at a regional director's room that was even larger than our entire office at the initial stage." I asked.

"I saw the potential in the internet. I saw the potential in online industry. I saw the potential in youngsters." He answers without a second thought.

"Can you tell me what are your beliefs? I wonder what it is that drives the fire burning inside your eyes."

"This is a story I find very inspiring to me. Once upon a time, there was a doctor. When he started his career, he did what every doctor does - to cure people's illnesses. A few years passed by, he found that cosmetic surgery could make him a billionaire. So he became a cosmetic surgery doctor. He succeeded and became a billionaire. He bought a mansion. He bought a Ferrari. He bought every everything he wanted. He fulfilled all of his own material desire at that time. However, one day, he was diagnosed of a fatal cancer. Reaching the end of his life, he wrote a testament that included this incident had happened to him during the Chinese Lunar New Year. He drove the Ferrari to his relatives' house. He thought that the attention and eyeballs to his Ferrari would make him happy. But he didn't feel happy. Instead, he realised that, deep down inside his bone, he just wanted people to care him enough to give him a hug."

"Can you specify the point what you just mentioned?"

"Most people think that they need a lot of money. But money is only a necessity that makes you happy to a certain extent. My belief is that we all should value ourselves in terms of how good you treat people, so as how good people treat you back."

"It reminds me that Warren Buffet used to share the same thoughts. In a press conference, Warren talked to a reporter, you'll realise that the so-called fortune and fame were not the most important thing in your life. But how many people treat you good is."

"That's true." He replied.

The man, talking to me who is with the wisdom of Warren Buffet, is Alan Yip. The founder of GuruOnline. He created this game 7 years ago.

"Why do we have a conference room, full of Lego and Mario? Is this your idea?"

"Yea. Part of. I wanted to have a lego wall in the room. And some of our colleagues raised wonderful ideas too. That was when the Mario became part of us. The conference room turned out to look very playful. It aligned with everything in our office. The properties. The culture. The people. So as my philosophy to run this company."

"What is the philosophy, the backbone of our company?"

"A game. Most of us, including you and me, have been growing up in a playful culture. Sports games. Card games. Video games. No matter which game you were going for, we played either as an individual or a team member. My thoughts on modern companies is we all work like the "Mario". In order to let you win, I would set rules where you could get your mushroom and get big, or turn white. Nevertheless, I would also set rule that you would receive a pink slip, in case you jump in the dark hole which kills you."

"In the upcoming 3 months, I'll be a full time student again to learn about web developing. That's the reason why I left. Do you think that this is a wise choice?"

"Interesting. I'm learning this subject by myself too." He handed me a book that sat on the table inch away. "Personal development and learning are unstoppable in everyone's life. You made a good choice to leave, so you can learn"

GuruOnline is a game surviving in a sense of corporate world. Corporate is supposed to be about hierarchy; but I am having a casual talk with its CEO. Corporate is supposed to be about money-making; but its CEO talks about personal growth. Corporate is supposed to run like a gigantic factory; but its employees party like college students. Corporate is supposed to have serious meetings; but we have meetings like casual discussion. We just all work like the Mario game.

Do you want to become a Mario in the workplace, to learn, to grow, but with a lot of fun? If you do believe all these nonsense happening in a company, be my guest, you'll go through a proven recipe which I worked all the way up to be an Assistant Project Manager.

A letter named FAILURE

Hi all fresh-graduates,

When I was a kid, I was bred with the motto - all roads lead to Rome. Whenever I had a tough time making choices, my parent always said "up to you". This is true. No matter which subject we are talking about, the road to success has thousands different routes. For over a decade, I have been wanting to be an English writer. I needed to make a choice between American English and British English. Either way, I could succeed. There is no right or wrong to appeal to whatever language you love. So does your choice, as long as your choice doesn't harm anyone. I love Hip Hop and Eminem, both of them are from Detroit in the States. I love Bruce Lee and martial art, he was a Chinese and used to study in the States. So I went for American English. That was my CHOICE.

The beauty of being 20ish is you have more than enough time in the world, you could do absolutely anything you want. You have been living through all your life with ecstasy. You have - dream - which is all about fantasy. Something surreal. Have you ever talked to a person about your dream? You might want to be a millionaire like Bill Gates, or a country President like Barack Obama, or a nameless employee in a gigantic corporate, whoever you want to be, this is your CHOICE. You own choice and you own your dream. Before joining the society and hit the road for 40+ years, at the very least, you'll want to go to career counsellor office to look for advices and ask: what should I do? A question I have asked a thousands times but ended up with unwise answers in my career. I made numerous mistakes along the way. Finally, I got it. I made a steady progress in the last 3 years and worked my way up from a Copywriter to a Senior Copywriter to an Assistant Project Manager in a fast-growing company with 200+ employees. From the point of view of mediocrity, I fell into this category. I wanted to stand out from the crowd, but have been doing the exact same wrong thing as what everyone does. In other words, if you're able to avoid all the mistakes I made, you'll get ahead of your classmates for at least 3 years.

So, buckle up. Come on to my private jet to failures. :-)

Sincerely, Aero Wong

Quit

At the age of 26, I was a nobody. Graduated from college for 3 years, I switched jobs for 3 times. An account clerk. A financial consultant. An event coordinator. If you were a HR manager and managed thousands of resumes a day, you would see a large number for this kind of nobody. Mediocrity thrived in the the society, everyone was doing the same thing. So did I. At a certain point, I started to doubt what life truly was, my dream started to dissipate. I didn't want to be a millionaire anymore, because I truly believed that I couldn't become one, I learned powerlessness along the years. A stupid college-grad, who was ambitious enough to change the world, wanted to merely live through the day.

Have a regular corporate job, please the boss, waste 80% of the time wandering in front of a computer, leave office at five, hang out with friends at night to prolong the college life, tell myself I'm still a 20ish, I have time for fun. Is that you? That was me.

Once you pass a certain age, you would realise something. Time flied. My girlfriend was still my girlfriend. My friends were still my friends. My happy Friday was still my happy Friday. Even though switching jobs for 3 times, the daily routines didn't change much. Same old same. I really wanted to change, but I felt hopeless. I tried. I changed jobs. I pursued dreams. I did exactly what Steve Job recommend in the commencement speech he made at Standford University: keep looking, don't settle.

This simple idea led me to watch the commencement speech again. Steve Job was as charming as he was. I listened to every words in the speech religiously.

There was a story about death. When Steve was 17, he read a quote that went something like: "If you live each day as if it was your last, someday you'll most certainly be right." It made an impression on him, and since then, he have looked in the mirror every morning and asked himself: "If today were the last day of my life, would I want to do what I am about to do today?" And whenever the answer has been "No" for too many days in a row, he knows he need to change something.

I needed to change something.

At the time I was working as an Executive Officer in a local chamber of commerce where a number of SME bosses flocked together, my job responsibility was no more than just entertain them. The office was small with only three colleagues. I was one of them. Once

a month, we would have a director meeting. We would prepare everything for this meeting, at the expense of three full time employees' time plus a well equipped office which could run a sufficient startup. For the sake of effectiveness, I had learned we could outsource everything, even my job, to prepare for the monthly event. I did a simple calculation of this and summed up we could save the chamber few hundred thousand bucks a month. But I didn't propose anything. It would not only kill my job but also my colleagues'. So, here I was, 17 months in a row, not 17 days in a row, doing the job that wasted the resource of society. "If today were the last day of my life, would I want to do what I am about to do today?" Steve Job whispered in my ear.

I needed to make a choice, I needed a change. I quitted.

The Door

"He opens a school door, closes a prison."

- Victor Hugo

Leaving a company with no clear direction, I was like drowning in the middle of sea. Fortunately I have learned swimming when I was an elementary school kid, I have been swimming throughout the years and gained the skills to teach others to swim. After a job in the finance field and a job in the event organization field, being a swimming coach sounded like the only thing I could do with my life. I didn't even have a substantial skill to make a living.

Should I be a swimming coach again? I have done this throughout my high school and college life which is able to make myself a rich kid. I didn't have to ask my parents for pocket money at all. Truth be told... I tried teaching a wide range of people: from kids to middle-aged, from individuals to groups. I realized I was only interested in swimming, not coaching. This was when I knew I will never go down that road again.

But what should I do? I was moving my legs below the sea level to keep myself floating. Even though I wasn't drowning, I just kept moving along the same spot, I needed somewhere solid, or I was pretty sure I would die a few hours later. I needed to move forward.

A beacon of hope in distant was in sight, I came across a job which sounds very interesting to me at JobsDB: Creative Copywriter. The job description was very clear.

Guru Online is a leading integrated online marketing company in town, possessing expertise from initiating online marketing proposals; building and optimizing branded campaigns; Facebook fans engagement; driving immediate results to measuring results and impact.

Skills and knowledge:

- 1. Creative and innovative
- 2. Experience in online channels
- 3. Well-organized, responsible and self-motivated
- 4. 40wpm of Chinese type skills

All of the above requirements were perfect fit for any college grads, who I was one of them. Plus the 3 years working experience after college, I think I can at least fulfil the no. 3 too.

So I knocked on the door.

First time in my life, I received a response so fast. I got a call right after the day after I sent my resume. I made a quick prep about the company history.

I typed 40wpm of Chinese among various online channels and surf. Youtube. Facebook. Twitter, etc. To experience the creativity and innovation of others before I went to the interview.

Along the way the receptionist led me to the interview room, I was walking along the corridor with a partition stood between me and the working machines. Walking on the other side, I saw a team in discussion among 100+ people, and imagined if I would be one of them later. All of the sudden, there is a loud deep laugh from a girl, as if a boy had just told her a terrible joke, everyone just took it as a normal routine of their lives. They looked energetic and funny. Great.

I sat down and did a typing test in the laptop which was ready beforehand. This was my first time to type words in forums. I started to realise I had absolutely no knowledge in this job. When typing, I casted doubt on myself if I was capable of the job. Fortunately, common sense helped me pass the test. The manager came in and asked me a number of questions that I role played myself and answered in a mirror. I was not nervous. Maybe the reason was that the manager looked like Buu in the Japanese cartoon, Dragon Ball-Z. I was only thinking how to perform well so I could get a job in this casual place. It seemed I was always good at presentation. The manager asked the director to come and discuss the salary with me. The director was a world-class negotiator who has a decade experience in running numerous business. It turned out I had a pay-cut in salary to set foot in the online world. I chose to do it anyway because online world was expanding. I needed to open the door to set foot in this new continent.

Mistake #1 Appeal to Everyone

"I can't give you a sure-fire formula for success, but I can give you a formula for failure: try to please everybody all the time"

- Herbert Bayard Swope

On 27 June, I was on board to this new game. I was both excited and confused. I was excited because everything was new. I could pitch my manager and boss for the projects I like. On the other hand, I was confused. There were too many projects that I had no idea which to choose. At the time my manager asked me that which category of clients were suitable for me, I said all of them which made her very confused as well.

After a month, I found myself competing with everyone in the team. I could do online marketing for manly products. I could do it for electronic gadgets. I could do it for travelling agents. I could do it for FMCG brands. All clients seemed appealing to me. I would like to claim myself all-rounded. You could give me any projects and I would hand you back the good result. I ignored the rule of being extraordinary.

Seth Godin has written the book Purple Cow. The idea was visual. Among all of the brown cows, the purple cow was extremely easy to be spotted. In other words, being the purple cow was the way to stand out.

Many things in our life were easier said than done. Needless to say, standing out from the crowd was one of them. Countless people have talked about this topic.

But what makes you purple? What makes you different from others? After the 1st month, I actively stood out by intensifying my strength. I used to work at a financial institution and have substantial knowledge in finance and economics. This was rare in an online marketing company. Whenever I talked to my boss, manager, or junior colleagues, I labeled myself as a financial geek. Furthermore, great leader led. Once you led, you'll have followers. I dared not to say I have followers. But people around you would imitate you. They would try to out-purple you. Being purple was no longer an advantage. So I constantly changed my color to keep standing out from the crowd. Sometimes I was yellow. Sometimes I was blue. Sometimes I was even gold. But I would never be the same with others.

At the meantime, competition took many different forms. Choosing the ballpark where you

have excellent skills was far better than constantly fixing weaknesses. I was a sporty dude with financial knowledge. You just couldn't relate me to girly or beauty products. So here came my not-a-chance category. I was not just internalizing this awareness but also proactively sharing with others. Nobody would try to give me a beauty project.

After all, you might ask "Isn't it being a purple cow has only a short term advantage?" Yes, you're right. 10 years ago, iPod "was" the chic. Today, if you hold it, your nephew would laugh at you saying that you're old-fashioned. Apple realized it and killed his product by himself.

Mistake #2 Gossip

"Great minds discuss ideas. Average minds discuss events. Small minds discuss people."

- Eleanor Roosevelt

At the initial of this chapter, I sincerely wish all of the female readers to leave first. If you decide to stick with me, please remember this is your own choice and you always have the precious right to leave. I am going to be a married man who fully committed to my wife. I don't need to please any ladies anymore. Because I want to say something that I hate but you may love: Gossip.

Along the line whenever you find if offensive, please leave. Don't read on. But a friendly reminder - Stay Calm, don't break the laptop or tear the book. They're innocent.

Generally speaking, I hated girls. In my point of view, 99% of them loved gossip. On the other hand, I loved girls. The things they gossiped is tremendously appealing to me, to rightfully satisfy my curiosity. A paradox was formed. Damn it. Psychologists knew a conflict in value or virtue would lead to frustration and anger that could damage our emotional health. I didn't want to be a psych in a rehab later. I needed to make a choice.

I chose to be "gay", in which I meant being actively involved with all male colleagues' activities, though I would seldom hang out with my female colleagues to prove that I'm 100% straight. (Note to my wife: That is why I always have lunch with guys, I'm not bisexual. I have lunch with girls too. I love you with all my heart).

In a 200+ people college, I experienced the same at the TV program Gossip Girl. More complicated than that, Gossip Girl was all about messed up relationship. Here I was at an area mixed up with work.

I used to have teammates who loved to make and spread rumors. Rumors that company was going through a bankruptcy. Rumors that the online marketing was on the edge. Rumors that someone was having sex with a client. Up till now, I still didn't know the truth behind all of these. But I knew that every time I engaged with such gossip, I felt like draining me out.

Gossip was a hateful maggot. Even though you didn't produce it on your own, they would come to you. They will suck out every ounce of your blood before the realisation that you

are indeed dying.

I was not the lead of the gossip story. But I am a human, born with common curiosity. The bitchy talk were always loud enough to capture my attention. I know this is how gossip is defined - loud and clear. I was hooked. They succeeded. There was a colloquial description about my actions - eating peanut. Watching it like a movie and eating peanut at the same time. I always thought I was good to just eat peanut and stay away from the epicenter of gossip storm. The fact was I couldn't. I was just a fish that stupidly took the bait. The bitches were pulling strings, so I could have no control but to get closer to the flashing surreal reality. The instant gratification were bright and strong to keep you stay. Once you woke up from the gossip world, midnight was over. You would realised you have spent another day to talk relentlessly about gossip.

Mistake #3 Tune Into the Radio Channel - WIIFM

- Anonymous

Thanks for college education and the founder of modern economics Adam Smith. I majored in Economics and had a strong belief that it is possible to achieve the best economic benefit for all even when, and in fact because, individuals tend to act in their own self-interest. In other words, selfishness is part of our inborn traits.

If that was really the case, how come the Ice Bucket Challenge swept all over the globe? Did all the challengers really listen to this channel - WIIFM - and ask what's in it for me? Or they were just having fun and doing the act of charity simultaneously.

Every time I was doing something out of my self-interest, asking WIIFM(What's in it for me), I would never succeed. Failure happened again and again until I started to question Adam Smith might be wrong.

I wanted a raise. I wanted a promotion. I wanted to climb the corporate ladder just like everyone else. Everyone has the same goal and ambition as me. I deemed the world as a scarcity universe. I withheld information like playing poker. I led teammates by standing at the back. I coached new colleagues with self-interest. Authenticity went away and teammates felt the ugliness in the gut.

I felt tedious when I was being a jerk. Whenever I listened to the inner voice that WIIFM, that was where the failure originated from. At the time I made to the managerial level, I did exactly the opposite. Instead of asking WIIFM for my own, I asked it in the shoes of my teammates. I pretended to be them and asked the question on behalf of them. WIIFM. What's in it for me? I wanted a raise. I wanted a promotion. These two wouldn't happen without personal growth. So I aimed to develop their personal growth.

I set out to shared everything I learned. I led by always being in the front. I motivated teammates by inspiration, instead of manipulation.

On the day I left the company, there were few colleagues in line who were ready to pick up on my role. I was glad that they became so powerful to replace me. They were bigger and brighter than me.

Mistake #4 Learning from the Average

"Aim for the moon. If you miss, you may hit a star."

- W. Clement Stone

Do you have any weird habit that nobody knows? Picking the nose when nobody is around; singing in the toilet while peeing or daydreaming the flying bird in the sky? I have many of weird habits that my friends thought I am such a weirdo. I used to memorise a deck of poker card in a particular order just for fun. A man sat next to me in the train left the seat to fear that I was a psycho who would stab him with a knife any minute.

In learning aspect, I had one more. I liked to peek at the books which leaders would read. I liked to steal people's thoughts, especially from successful leaders. I liked to know what they were thinking. I liked to know what made them stand out. But I was not a scientist who owned a laboratory like their own house to open their skulls and study their brains. So I used another way to tap their brains - books. By reading what they read, I turned my brain wave similar to theirs.

Built to last: Successful Habits of Visionary Companies, a very famous book written by a famous author Jim Colin. This was a book an Executive Director should read. I knew this secret by peeking Jeff Begine Ng's desk. I ran to Amazon immediately and bought the book after that. I finished the book in one sitting and came to realise what made a leader great.

You would feel amazing it was once you get the learning process started. Because It kept you exploring the unknowns in the universe. After reading what Jeff read, I chose to be gay again to date his great mind through an interview.

At the time, I was volunteering to research a book about startups. Entrepreneurs were all I need. Perfect. I had a perfect excuse to approach him. So I geared up my courage and got to his front.

"Hi Jeff, I am approaching you for a book research. Do you think you can spare 20 - 30 minutes for an interview?" I stood my spine straight and looked into his eyes to show him how bad I wanted to interview him.

"That sounds cool." He replied.

YES! I cried out in my heart.

"Let's schedule it and roll the ball." I replied.

It turned out I had a great date with a man who were willing to spend 2 hours to talk with me. Was it a trajectory in my work life in here? You bet. I became a top performer ever since. I knew more than other colleagues did, not in terms of confidential client information, but in terms of a top performer mindset. He shared every piece of his mind what made him a great leader. The servant leadership. The AQ. The EQ. The business sense. You named it. I was a spongeBob trying to absorb all the water he poured on me. I was full enough to vomit. Gigantic amount of knowledge came all at once. My stomach didn't digest well, but I felt great. I felt like powerful Goku in the Dragon Ball Z after absorbing the energy from the universe. I became Super Saiyan who paved my road to Assistant Project Manager later.

Mistake #5 Stop Learning

"Live as if you were to die tomorrow. Learn as if you were to learn forever."

- Mahatma Gandhi

It was ten o'clock at night. I stood at the huge conference room and enjoyed the seaview. The room was amazing. The company was amazing. The colleagues were amazing. I walked out the room and got close to my teammates. They were still working. All of their eyes were burning with fire. Some of them became another Goku like me. Some of them were in the regular state. Some of them were in the Super Saiyan form that were even more powerful than I was. I was grateful I got into a company that nurtured talents. Everyone was growing. But at the same time, I felt empty. Except the passion burning from the inside out, I had no knowledge or experience to share with my precious teammates anymore.

I didn't want to leave. I loved here. I loved the company. I loved the culture. I loved the people. But I stopped growing, as if I was being sentenced to death, all I needed to do is wait for my execution. I had no more to share. Any teammate could take my role anytime. If I stayed, I would be the obstacle that stood in their way. They would stop learning. Just like me .

I felt the emptiness to become a beginner again. I asked my hero Derek Sivers to give me another road map in learning again. So here I am. "I am coming to you - web developing!"

Looking in the rear view mirror, I certainly would not choose to learn web developing. Without stepping into the internet world, nothing would fall into place like the way it is now. I was still a sporty financial geek. I wouldn't apply the scholarship for a web developing boot camp and most importantly, got it.

Typing on my favourite Macbook, I heard Steve Jobs whispering to my ear again: You cannot connect the dots looking forward; you can only connect them looking backwards. So you have to trust the dots will somehow connect in your future.

Mistake#6 Think Short-Term

"Maturity is achieved when a person postpones immediate pleasure for long-term values" - Joshua L. Liebman

Next year I am going to turn into 30, to be a married man. Three months from now, this is going to be another new year. I already started formulating my next year's plan. Plan ahead, work ahead, has already been built in my soul throughout years.

I want you to know the paragraph above took me less than a minute to write. Alas, it took me almost 10 years to learn. Being a writer, being a web developer, being a husband, wouldn't happen without I first thought about it and most importantly, worked on it, at the end of last year.

Every so often, we don't set goals because we fail too much in the past. Failure after failure helps the lizard brain grow stronger and stronger. The lizard brain encourages us to look for instant gratification like gossip. We feel good at the moment and then bad right the next second. There are many forms of instant gratification: one-night stand, gossip, taking drugs, heavy drinking, etc. Pause for a moment and give it a try to think more and ask yourself if you are doing any of these. They are the nutrition of your lizard brain which keeps you away from your dream.

Long-term thinking comes in to help when the lizard brain tries to paralyze our neurons for act. But what is long-term thinking precisely? You might ask. OK. I will tell you my secret sauce.

I am not a genius. If you are one, please go away. You don't need my book. This is a book for ordinaries who want to achieve extraordinary. I am not born with innate genius to invent the secret sauce. I borrowed the secret sauce from my friend, Julien Breteau, who borrowed the genius from a famous author Chris Guillebeau.

Last year, I did an <u>annual review</u> that I publicly talked about it at my blog. <u>Chris Guillebeau's idea</u> is to create a roadmap for the year ahead - not a rigid daily schedule, but an overall outline what matters to him and what he hopes to achieve for the next year.

I created my own one and modified some of the framework in accordance to my personal goals, because I know the success of my personal annual review is dependent on only

one person - me. By the same token, the success of your personal review is dependent on only one person - YOU.

Last year, I dreamed of being a writer. I failed to write the blog post in a weekly basis, but succeeded to finished writing two books for dream-job-recipe-in-the-21st-century series. Brick by Brick and The Game, which you are reading now.

Last year, I dreamed of being a writer. Add one more career path or change my career entirely. I ended up being accepted in General Assembly as a student and acquired the Global Power Up Scholarship in learning web developing.

Last year, I dreamed of having a new chapter of my life. My big day is in December and I am going to get married with my beloved - Isabel.

One year from now, who do you want to be? Ten years from now, who do you want to be?

I don't know. Because the success of your personal review is dependent on only one person - YOU.

Last but not least, if you finished reading my story and want to reach out, email me at aero@aerowong.com or comment on my blog, One Way Ticket to Future, for any reason. I will love to hear your thought.



About the Cover

The power of invincible star lies within the principals.

You'll be set, if you play the game by principals.

