

ized the attitude of presidents & people in the past, & comes bringing a clean sheet for a new record. He is a just, broad-minded, public-spirited man, duly appreciative of public sentiment, deeply impressed with the duty of the railway to the people, up to date & progressive in his methods of management, a twentieth-century executive. Now let the people of California forget their old grievances, stop their faultfinding with men & conditions that are gone, & begin to co-operate with & encourage the new head of the S.P. & the able men who are now conducting that great property with such signal success.

The Railway Employee as a Man.

By B. D. Caldwell, Traffic Manager, Delaware, Lackawanna & Western R.R.

In this paper I will present for consideration the extensive & promising field for the development of character which exists among that large class of our citizens known as "railway men." There is an impression in some directions that the standards of character among the rank and file of railway men, because of the nature of their work & their environment, are not as high as those in the general business world, & there may be some among the railway fraternity who feel that the nature of their work is not conducive to the development of character, as is the case with many other lines of general business.

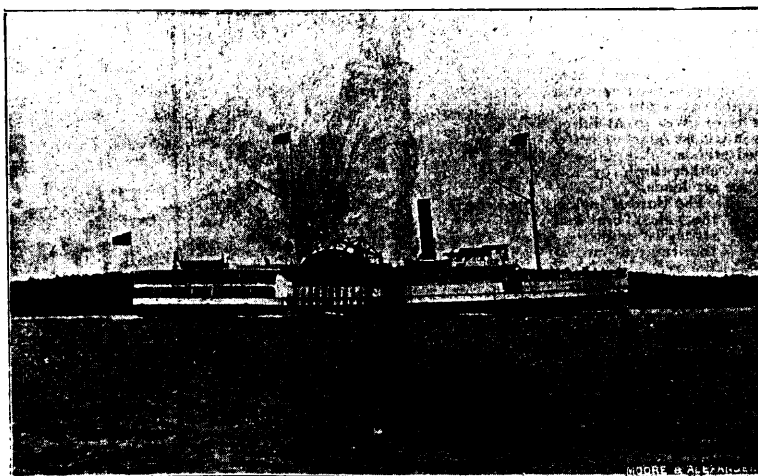
There was doubtless a time in the pioneer period of railway construction & operation when the railways did not enter so fully into the life & plans of our people, & make up so largely the commerce of our nation as they do to-day, when—because of limitations created by exposure & exclusion from the cultivating influences of society—there were lower standards of intelligence, of habit & of discipline than now prevail, such as to justify this conception; but to-day, in this country, when railway construction & operation have become almost if not altogether, the leading material factors in our civilization & progress; when the railways constitute nearly one-fifth of the total wealth of the country; when their employes, including their dependents, embrace nearly one-fifth of the population; when discipline like that of an army is required for the safety of life & property—in the enforcement of which the employe is equally benefited—who will but admit that no standard of character is too high; or who, among those who are conversant with the magnificent service rendered by our railways, unequalled anywhere on the globe, will but concede that railway employes, if they are to be equal to their responsibilities & opportunities, must measure up to the best & highest standards of intelligence, activity, fidelity, & all of those traits which constitute strong, self-reliant & forceful manhood.

Great interests & heavy responsibilities everywhere call for men of capacity & reliability, & surely in the railway world—justly so called—in finance, construction & maintenance, vast in scope & value, almost beyond comprehension; in traffic, intricate & perplexing, the structure upon which is builded the country's commerce; in operation, involving the safe, speedy & regular transportation of a nation's people & property—there exists a demand for the best qualities of mind, muscle & heart, that man is capable of; &

with all the possibilities of his profession—and it may properly be so termed—no railway employe can be said to lack for incentive to make the best of himself.

Perhaps there is no one before the public to-day who stands more firmly for this "strenuous life" than Theodore Roosevelt, & what he says is eagerly listened to, because the public believes that what he says is but an expression of what he does or tries to do. In a recent issue of the "Outlook," in an article "Promise & Performance," dealing largely with the relation of politics to good government, Governor Roosevelt, in his usual forceful way, said:—"A man is worthless unless he have in him a lofty devotion to an ideal, & he is worthless also unless he strives to realize this ideal by practical methods. He must promise, both to himself & to others, only what he can perform; but what really can be performed he must promise, & such promise he must at all hazards make good."

The history of mankind demonstrates the need of some aim or ideal as an incentive to progress. Indeed, the very nature of man is such that every intelligent being feels the impelling force of this principle, whether he realizes fully its meaning or not. I have dwelt somewhat upon these features of opportunity & possibility, because so large a por-



THE STEAMER MONTICELLO, SAILING BETWEEN ST. JOHN, N.B., AND HALIFAX, WRECKED NEAR YARMOUTH, NOV. 10, WITH A LOSS OF 33 LIVES.

portion of railway employes occupy what to many of them seem humble positions, so much so, in the minds of many, as to preclude their attainment to any special position or influence. To all such should come the inspiring words of Dr. John Hall:—"The best way for a man to get out of a lowly position is to be conspicuously effective in it." D'Israeli said:—"The secret of success in life is for a man to be ready for his opportunity when it comes." Browning believes that all actual heroes are essentially men, & all men possible heroes.

Let us as railway employes consider briefly some of the elements which enter into such a character; & as this paper is understood to come under the head of the educational work of the Y.M.C.A., it may be well to speak first of intelligence.

Intelligence is necessary to the successful performance of any important work. There are some who think that there is much railway work which requires muscle only; in this they are mistaken, as there is no business, taking it as a whole, wherein intelligence is more essential. Intelligence is not simply book learning, it consists of an ability to distinguish between right & wrong; to comprehend the duty of the hour, & to find a way for its performance. It means discipline of mind & body, without which all education is

vain. It may, we think, be correctly said that level-headedness is the essence of business intelligence; but this involves the acquirement of knowledge through all available channels & the right use of it.

An essential element of all true character is conscientiousness. Sincerity is the foundation of all right character. Used in its best sense it means integrity. That was a noble sentiment Charles Dickens uttered when he said:—"There is nothing so strong or safe in any emergency of life as the simple truth;" & so there is nothing so winning & so binding in our relations with our fellowmen as sincerity. Deceit & insincerity are the costliest implements employed in human society, because they destroy confidence, lacking which, there is no security of any structure, whether of life or property.

On the other hand, conscientiousness inspires trust. It creates courage. It impels loyalty. Mr. Depew, in his memorial of Mr. Vanderbilt, said:—"He was distinguished for an intense conscientiousness. Every matter which came to him was first subjected to the crucible of its being right or wrong. Once satisfied that the course he was to pursue was the right one, no difficulties, no dangers, no obstacles deterred him. Under such circumstances he was the most courageous of men. He simply took no heed of dangers or perils, but moved straight forward to the purpose that he believed he ought to accomplish."

Is it too much to ask that this principle shall govern any railway man, be he official or employe, in his relation to his fellows, whether it be his employer, his employe, or the public with whom he deals? We have seen that it may dominate the highest official, & we believe it may, with equal propriety, be the ideal of the humblest employe.

The old principle handed down by Benjamin Franklin, that "honesty is the best policy," finds fruitful field in railway work, as it is hard to conceive of a business where there is greater opportunity for opposite practices. Honesty, however, does not find its fulfillment merely in dollars and cents; it means con-

scientiousness as to time, service, method & duty, absent or present.

Another necessary element is energy, or industry. Prizes must be striven for. Obstacles must be overcome. Goethe said:—"Energy will do anything that can be done in this world, & no talents, no circumstances, no opportunities will make a man without it."

Earnest men are men of might; they win where others fail; they are practically resistless. Failure is a word they do not know. Power comes from persistent & repeated effort. There is no such word as discouragement in the vocabulary of an earnest man. His motto should be, "Difficulties are made to be overcome."

There are too many in the world looking for easy places. The easiest way is not the best! A man might as well, so far as the statement of character is concerned, look for a place of burial. Such men will never "carry a message to Garcia." They will, on the other hand, find themselves behind in the race, side-tracked while others go by. Such men make no contribution to progress; on the contrary, they clog its wheels, & instead of riding in chariots, well to the front, through life's way, they either drag along, hardly able to carry their own burden, or serve as a weight to some stronger character.

A very effective element in character is