



SDSU Student Accounting Society

Meeting Minutes: Lindsay and Brownell

“Recruiting Timeline, What to do if you didn’t receive an offer, and the difference between Local Firm vs. Bigger Firm”

December 3, 2018

Presenters:

Amanda Duff	Campus recruiter
Sydney Fuller	Senior tax manager SDSU Alum
Julia	Tax Staff SDSU Alum
Chandra	Audit Senior
Nick Hatten	First year staff auditor

Presentation:

- About the firm
 - One office in La Jolla
 - Mainly tax, but a little bit of audit as well
- Emotional Intelligence: Soft Skills
 - How does your resume translate to the workplace?
 - 46% of new hires struggled in 1st 18 months while 19% achieved ultimate success
 - Why?
 - Inability to accept feedback, inability to understand and manage emotions
- Style vs. substance
 - Style is what you do to get a job
 - Ex: professional attire, rehearsed answers to interview, etc
 - Substance is not as easily displayed as style
 - Ex: “fit” with the culture, functional skills, emotional intelligence, technical skills
- EQ vs. IQ
 - IQ focuses more on cognitive skills and internal processes, formed by your late teens and doesn’t change much over time, gets you through school, correlated with job success up to 25%
 - EQ is your behavioral characteristics, dynamic and can be developed over time unlike IQ, uses emotions and cognitive abilities, gets you through life, correlated with job success up to 66%

- What can EQ do for you?
 - Jobs that are medium complexity like retail, sales clerk, etc, top performer is 12x more productive than average performer
 - Jobs that are highly complex like accounting and finance, the top performer is 127% more productive than average performers
- Top EQ skills
 - Self-awareness
 - How someone understands their own feelings and behaviors
 - Self-control
 - Ability for a person to manage their impulses to not say or do inappropriate things even when the urge is strong
 - Empathy
 - Being able to read the emotional needs of another and respond to them in a way that's most appropriate
 - Stress tolerance
 - Is the ability to handle various levels of stress coming from multiple sources
 - Flexibility
 - The ability to handle changing circumstances and expectations without disruptions

Questions:

- How do you dictate what you notice as EQ when you're going through the hiring process?
 - It's difficult for them to assess whether you're strong in any of the EQ areas so they ask behavioral or situational questions such as "Tell me about a time where you handled a stressful situation?" Come up with a situation for different soft skills to prepare you for interviews
- Can you talk more about the recruitment process?
 - Summer Leadership Program recruiting starts in January
 - Purpose of leadership program is to get to know the firm and allows you to go to as many as you can fit in in one summer
 - Some, not all firms, give interviews for internships at SLPs
 - Don't just think about Big 4 and audit, there are a lot of other firms that different pros and cons to them
- Questions for Nick and Julia: What was it like transitioning as an intern to full time?
 - Nick: He got an SLP offer, then got offered an internship at the end of the SLP, then got an offer to start full time after the end of the internship. L&B did a great job at being transparent right from the start. He got to work on a lot of real things and work on real audits. As a full time, he does a lot of the same things as an intern but just has more accountability.

- Julia: Interned this past busy season, 20 hours a week and got a full time job offer in April. She learned more in those few months than she did in all her accounting classes. The transition to full time was very seamless.