



SDSU Student Accounting Society

Meeting Minutes: [Considine & Considine] [About Considine & Considine and Soft Skills]

10/21/2019

Presenters:

Lauren (Manager of professional services department), Dianna (Retirement trust department), Brandon (Audit Department), Lola (tax department)

Presentation:

Firm History:

- Founded in 1946 and located in Mission Valley
- When first established,, firm was primarily focused on real estate, branched out to cover all industries and provide a wide array of services
- Largest local CPA firm in SD, have around 80 employees

Departments

- Audit
- Tax
- Real estate
- Business services
- Professional services
- Estate and trust funds
- Consulting

Work Environment

- Encouraged to maintain a work life balance
- Open door policy
- Overtime compensation (offers time and a half)
- Expected hours (overtime max of 20 hours on through the busy season)
- Promote within the company

Work life balance

- Happy hours
- Volleyball team
- Sports events and picnics
- Department fun days
- Holiday events

Recruiting

- Office tours: held annually in september
- Summer leadership: Held annually every summer
- Internships
 - Tax season internships
 - Summer internship program
- Interview Process:
 - October-November
 - First Interview on-campus
 - Second interview in house

Soft Skills

- Desirable qualities for certain forms of employment that are intangible, like common sense

Top Soft Skills in Demand

- Communication
 - Concise and to the point
 - Communicating with clients, peers, and management
 - Written communication vs. public speaking
 - Persuasive
 - Speaking, listening, and understanding
 - Helps to develop constructive working relationships
- Teamwork/collaboration
 - Being a leader or a follower
 - Open and honest with team members
 - Look to improve yourself and others
 - Taking initiative
 - “Emotional Intelligence”
- Time Management
 - Prioritizing projects
 - Sense of urgency (deadlines)
 - Understanding your own learning curve
 - Take notes and set reminders
 - Budget your time
 - Learning how to multitask
- Adaptability
 - Ability to manage multiple tasks and switch gears when needed
 - Ability to keep up with new technologies
 - Adjust to changes in business environments
 - Willingness to learn new things
 - Positive attitude

- Problem Solving
 - Self-motivated
 - Apply both logic and creativity
 - Ability to make decisions
 - Gathering facts
 - Seeking advice
 - Considering alternatives

How so I Improve my Soft Skills?

- Take a course
- Seek mentors
- Volunteer
- Intern
- Get into as many networking events as possible

How do I show my Soft Skills in an Interview?

- Good communication
- Confidence
- Alertness
- Examples of past experience where you developed soft skills
- What makes you a great candidate?
- Think of some non-routine questions
- Follow up with an email

Questions: