



# SDSU Student Accounting Society

## Meeting Minutes: Considine & Considine Accepting Feedback in the Office

11/1/2021

### Presenters:

Lauren Torres: C&C Manager, Tax Department, SDSU Alumni

Billy Jay: C&C Staff, Audit Department, SDSU Alumni

### Presentation:

#### About--Firm History

- Since 1946, founded by Charles Ray and Time Considine (Father and Son)
- Local San Diego Firm, one of the largest in the area with 80-90 employees
- Grouped by client type, originally focusing on Real Estate but no branching out to a wide array of services
- New office located in Mission Valley!

#### Departments

- Audit (Largest in the Office)
- Tax
- Real Estate Services
- Business Services
- Professional Services
  - Focus on individual professionals
- Retirement, Trusts & Estates
- \*We have interns and staff accountants in every different department!

#### General Recruiting Schedule

- Summer Internships
  - General accept 1 student per department (5 interns)
  - 8-10 weeks end of May-Beginning of August
  - Concluded the search for 2022, look forward to recruiting for 2023!
- Full Time Positions
  - Flexible Start Times
  - CPA Reimbursements
  - Compensation for overtime

- Even during busy season, won't work more than 60 hours per week
  - Anything more than 40 hours is overtime compensation
- [considinerecruiting@cccpa.com](mailto:considinerecruiting@cccpa.com)

### Accepting Feedback in the Office

- One of the most important parts of growth
  - Especially as a new accountant, you receive feedback so that you can grow as an individual and accountant
- Can be difficult to hear
- Must learn how to respond appropriately

### Stay Calm and Listen Attentively

- Look past your initial reaction
  - Acknowledge your emotional reaction, but know that it is not an attack on you
- See this as a way to improve
  - Whether it is positive or negative, it is there to help you improve yourself
- Not a personal attack

### Ask for ways to improve:

- Shows that you are receptive to feedback
- Giver can be a resource for improvement
- Not all suggestions will work
  - Ask make resources so that you can have multiple options

### Be thankful for feedback

- Being thankful shows willingness to improve
  - No matter how long you've been working, going into a new firm requires a learning curve
  - Communicate to your boss...what can they do to help you improve? What can they tell you?
- More likely to give future feedback

### Check In Later

- Set a plan for improvement and work to implement goals
  - Work together with those who are your senior to figure out specific goals to meet
  - Managers love to receive questions and help you out
- Set a quick meeting in a few weeks to review changes and improve
  - Set a meeting solely to check in

### Relationship Determines Method

- Partner/Manager/Supervisor to Staff--More Formal
  - Understand your superior's management style, and respond in a similar way when asking for feedback
- Staff to Staff--Less Formal

## C&C Formal Review Process

- Twice a year
  - Raises happen on a schedule as well
- Performance appraisal and evaluation
- Receive feedback on various hard/soft skills, such as:
  - Technical knowledge
  - Quality of work
  - Timeliness
  - Communication
  - Client service
  - Leadership
  - Teamwork
  - Decision making
- Pay attention to areas you need to work on, make an effort to improve before the next review process!

## THANK YOU



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