Interview 9 (date) by Skype

DT: So thank you very much for taking the time today to allow me to talk to you. Can I just confirm that you're happy for me to record this conversation?

P9: Yeah, absolutely.

DT: Wonderful. Thank you very much. So can I take you back to your second year? Seems like a long time ago now and could you tell me a little bit about your placement search and how you ended up at your placement company.

P9: Umm so I was looking on, I'd already applied IBM and Unilever and I was kind of like going through the process with them. Umm then I was looking at MyCareerHub, I really want to just kind of have all my options and I found my (pause), my placement at XXX. So I applied for it, was looking through the role and it kind of seemed quite suited to me and I wanted to learn more about organizations and things like that. So when I applied for it I kind of thought, I didn't know that I’d get it, but I thought maybe I’d go for either XXX or XXX, but it would be a good back up. Umm then what I did, I called XXX, who was my first line manager and she directed me to XXX who was my predecessor and he just explained about the role, he explained, like, what I’d be getting involved in and the kind of environment it is and he said, If I wanted to come to the office and look around and I thought that was a good idea, just to have a general idea and maybe I’d become more interested in this role. And when I went in there and like looked around, like he showed me what he was doing and things I was actually more interested in this role than I was in the XXX role and XXX role Because he gave me a much more personalized experience, like when applying to XXX and XXX it was kind of, obviously it was all by email and stuff, but it was very much all on their terms. (DT: yes) I definitely found the experience at XXX was much more personalised and I felt a bit more like kinda valued, not like a name in a pot. Umm (pause) so that's why I went through the interview at XXX and I turned down the other roles because I was much more interested in working at XXX after that experience and that’s how I feel into it really.

DT: Yeah, absolutely. So did you have to have an interview with anybody?

P9: Yes. So umm (pause) I handed in my application and my applications was successful and then I went in for an interview in June or July

DT: and was that one person, a couple of people? What did you sort of talk about?

P9: That was with three people and I think they asked me was like, a lot about team work, so how I’d worked in a team, my experiences in working in a team umm and stuff like new projects, like my experience doing projects in the past, what are my organization skills and timekeeping like, how do I make sure that I am organized. Umm so there was only about four or five questions, umm which definitely compared to my other placement was quite short that I found I actually did a better job because I wasn't so umm (pause) nervous, I felt like it was a really relaxed environment because of the way they were talking and we had more general conversation, like, how how are you, like, how's your summer been? Whereas when I went to XXX, it was very serious and I was quite on edge and wasn’t really myself. (DT: okay, yes, I can understand that). I felt I felt more myself when I was talking to the people at XXX so I think that's again why it appealed to me more as I had a better interview.

DT: good and so then can you remember your first week, what happened on that first week when you started in your work placement?

P9: Umm so I had a handover period with XXX when we had two months together and the first week, the first day was like going over where I'll be sat umm and making sure I was logged in properly, access to the i drive, umm access to the internet, all of my systems are working. And then once we knew that, that was all okay, umm one thing that wasn’t okay was the i drive as I still didn’t have permissions to that, because IT couldn’t do it until I’d been properly been logged on like and everything, so I couldn't access that so we used XXX accounts. Umm he made a handover book for me and we went step by step through that book and learnt each thing. So basically that whole week and the week after, was just going through that booklet making sure I could do everything myself.

DT: Okay, was that helpful?

P9: Yeah very helpful, it meant that I felt like confident when he left and I felt like I could refer back to it, like I wasn't, just talking to me, I had a reference to the future. So yes that was really useful.

DT: Yes. Did you have to go on any formal induction training with the XXX?

P9: Yep. So umm it was months down the line until I did that. So I put I started on the sixth of August and (pause) I went on my induction in October.

DT: Okay, so yeah quite a big gap

P9: yeah, quite a while. Umm and I got invited by OD to do that So (pause), it was good. I just had to go to XXX and XXX came and spoke about XXX and everything. So it's quite useful.

DT: Hmm, would you prefer it earlier on the calendar?

P9: Yeah definitely. I think it would have been (pause) more appropriate earlier to be able to know everything and be able to ask questions and meet new people. (pause) But yeah, I don't know why it wasn't any earlier. I don't know if it was because OD do it in time frames and then I was kind of just after that induction and so had to wait, I'm not sure how it works. But I definitely would have preferred it a bit earlier.

DT: Yeah, (pause) and umm did you meet people in the team?

P9: Yes, so umm I met quite a few of the team members at the time, I think there was only about six of us in the team and so its quite a urr tight knit group. I got along with everyone. I was introduced to everyone and umm we have weekly team huddles. So every week at least I'll see everyone umm and then when one person left we have like leaving meals, so I got to see everyone out of work and everything. So yeah, I definitely got close with the team.

DT: And so after your first week, what were your initial thoughts about the job role, and working at XXX?

P9: Umm so after the first week, I kinda was nervous, I kind of felt like I don't know if I'll be able to take it all on, but I think that was just first week jitters and think, you know, when you're given everything at once, you know you think how . So I think my first impression of the role was that it was quite overwhelming to using the systems of be you. Yes, I think and it turns mileiq initial thoughts to be you, I kind of felt like it was a bit of a complicated place to work in a way because there's so many different elements to it. And it's not all one. One company, like disjointed. So that was like my first coming to the end of my place when I'm kind of realizing that it's just who you know when you've got to put yourself out there.

DT: Yeah, absolutely. So tell me a little bit about the the actual job role that you're undertaking?

P9: So the job role is project manager administrator. And I basically support the project team and anything that they need doing so as do basic things, like keeping it on holiday, make sure everyone's in putting it right. I just wanted to kind of say that meeting Wendy, or setting up meetings for anyone really. So if she needs a meeting for projects, I'll make sure that everyone in the group can go like set up in the calendar, ambition to dawn, any team that needs booking. So using stop internet law, and any Auntie request if anyone's computer's broken or anything needs fixing. When we moved offices, I had to execute that. So making sure everything was move. All of our addresses were changed from the address Berg, setting up all the request to the states and it so a lot of a lot of organization reeling. And then a big part of my role has also been research, which has been more interesting. So we've had different projects such as fusion learning and being and always had to do a lot of research behind you done. I've had to give a lot of my perspective When we were coming up with the kind of tagline fusion learning, they were asking me a lot of questions as to what students one. So as student placement, and that's been a big part of it, like kind of having a way to the student perspective. It's been really useful. And then a lot of I've had to write a few different papers. So I've gotten a lot of research from other universities and what they're doing to students on personality. So our other universities offering bigger options. So for example, in business, we have the option to choose law, well, not anymore, but when I was there, the war and maybe marketing our universities offering the opportunity to learn something humanities, you know, so I'm doing a little research into that. And so it's been very diverse. It's deafening. A lot more interesting little longer. I've been in there. So yeah, that's the most of what I have to do in a nutshell. Excellent sounds it does some really diverse lots of different activities. So which bits Have you enjoyed the most? And definitely, I think the research part make it I found it really interesting and being able to put my perspective in the papers as well because when the class kind of get the research, but I want you to kind of comment on it throughout it. And I really found that interesting, because when I think you know, all this would be better for the student, I get quite passionate about it, and that's why I enjoy and that's what I get engulfed in.

DT: Okay, good. Another, any areas you struggled with,

P9:um, there's nothing that I've found too challenging to complete. Probably the most challenging is when I sometimes I have to do minutes for meetings, and I find that sometimes Challenging just because of my dyspraxia I find it hard to listen to conversations, especially conversations with a lot of lingo. Like, you have a lot of acronyms. That's why I found a school like, you don't want to explain to me what they mean. And then I've got right minutes on them. So conversations that I haven't really got a lot of context behind. I find it quite hard to break the mark and to listen at bright enough detail at the same time. It's quite hard to me. So and that's been the most challenging, and there's been times of boredom where I haven't had anything to do and I've found that really challenging because I'm hard to still for a long amount of time. So that's probably been like the days that I've just been a little while the week so I've just been in the office, kind of struggling to find things to do a fun, very challenging.

DT: I can understand that. Absolutely. So how has the role changed over your time?

P9: Well, when I started, I was working for Jackie price. And she was cmo, cmo. So she was working very closely with the be 2025 implementation plan, budget, things like that. Whereas now my life management has changed to Wendy Drake who is the project principal project officer. And she worked

Unknown Speaker

before out so the new bright space. Yes, I'm stations with Kenny Russia. So her role is so different Jackie. So my role has changed because I'm working under her. So I hope I would have projects now.

Unknown Speaker

In terms of long work and wanted to change the law out as well. I get way more involved in what Wendy's doing because a lot of what Jackie does is good

Unknown Speaker

meetings with john many and you lt and things, and I'll probably get involved in that.

Unknown Speaker

But what when he's getting involved, and I really, like she gives me a lot of more work to do, and a lot more of a shooter perspective. So I think that's where like my roles definitely changed in terms of my life management and the content. Yes, yes. Interesting. And do you think you have a lot of control over your sort of day to day work? Do you decide when you do things? Yes, yeah. So it takes an organization because I plan my day, which is good, I like it, I have a lot of freedom. So I have I have a to do list of things that I need to do. And then I prioritize them. So I'll usually like a strict

Unknown Speaker

so it really needs to be done not have a deadline to be done by the end of the day or the end of the week. And then I choose when I do them. So

Unknown Speaker

What I'll usually do is just the priorities I'll get done first, and then the other extra bits I'll do when I got everything else to do. So I, unless I have a meeting, stuff like that. So if I have a meeting at a table,

Unknown Speaker

obviously, I have to go to it or if it's with Wendy or the huge learning board, so I do have a big element of getting things done when I plan to, but obviously, Wednesday has control over if I need to go to a meeting or if something is doing that morning, I'll get that done this morning. But that that rarely happens as long as I get things done before the deadline is quite chose quite relaxed. Excellent. Good. And so how would you know describe the you. What do you thoughts now about the uni?

Unknown Speaker

I'd say is

Unknown Speaker

the first one that comes to my head is like a minefield, not in a negative way. But there's so much when your student is there.

Unknown Speaker

There's lectures and install. So

Unknown Speaker

you don't think everyone else like you didn't think, oh, professional services exists, but not totally exist. So I think that's definitely where my perspective change that. So much goes on in the background that you just don't know about. Many people work for you that you just don't know about. So I thought I'd say it's a very complicated but

Unknown Speaker

it's quite inspiring because of how it works and how it all comes together.

Unknown Speaker

So I'd say I find

Unknown Speaker

it interesting by it and

Unknown Speaker

how it is so different to actual business.

Unknown Speaker

But it's like, the sense that it's more business is also learning MRM

Unknown Speaker

Very stuck in the middle of those two things. And that's where I think they're caught. It needs to be a change because, you know, where now students have to pay to come here and there is that customer element

Unknown Speaker

in the middle there.

Unknown Speaker

So yeah, it's definitely a very interested in me, you know.

Unknown Speaker

Interesting. So it sounds as though you've had a lot of opportunities, which has been fantastic for you. What sort of skills and competencies Do you think you've developed an improved on this year?

Unknown Speaker

Definitely. organization

Unknown Speaker

and my ability to get tasks done. I think, you know, I never leave anything to last minute anymore.

Unknown Speaker

One of

Unknown Speaker

the things to do, I'm able to get everything done and on time. So I think that's a definite, like this skill that I think is the best skills.

Unknown Speaker

Because I think I didn't realize how much I struggled with it. And it talks about dyspraxia, it's brilliant proved that element of it kind of turned it into strengths. Hmm, excellent. That's good. So that is the main one. I think so I've learned you know, communication with different people, external people and internal people will be you. You have to use a lot of emails. I think I'm always quite professional way via email. But I've learned a lot more about like, a lot more experienced and emailing people and getting my point across Why me doing or any questions I need to ask and, yeah, tossing maybe just a post on on

Unknown Speaker

the same article.

Unknown Speaker

What about your confidence? Do you think that's improved over the year? Absolutely. Yeah. So I didn't, I thought I was confident because I've watched other workplaces. But this is a very different environment. So I want to return fatality, I was always that instant gratification. You go and you make that brother or you go and you get a gift that goes to that item, and then you've done it. Next thing, where is this environment is a long term tasks, planning on? So that's given me a lot more confidence and land a lot more confidence in introducing myself and getting involved a new conversation. You know, I've been to like meetings with people where they're just having general chitchat or meetings, even meetings and quite often, before I raise my voice and ask a question, I'll say, oh, what are you doing this where everything now? I say at least one or two things in a meeting at least

Unknown Speaker

Sometimes I get really involved and I'm just trying as if you know, you know, as a normal participant worse to do that. So in terms of my confidence, I definitely think speaking up.

Unknown Speaker

Brilliant. That sounds really good. So, have you met many senior staff members hit well for being on placement? And what do you think their attitude is towards placement students?

Unknown Speaker

I'm not sure about the attitude towards place for students I've met. I've met john many before and I signed up. I asked him a question about the 2025. And he was definitely very relaxed. And welcome to questions. And I did actually kind of say about the implementation plan. I said, I feel like it could be steps how a little bit clearer so that students can read it as well. And he says it was a

Unknown Speaker

Really interesting perspective. I don't know whether he took that on but he seemed to be welcome to me being a shooting placement and talking and putting my opinion upon so in terms of what I thought his attitude was, I thought as to to quite welcome in and he was able to kind of have a detailed conversation with me without kind of being like what your student placement I go I'd like to talk to you

Unknown Speaker

in terms of other senior members of solid like we've tried to start a be placements group. Okay. So be in Britain Middleton.

Unknown Speaker

And we it really like God wanting so when he is really involved?

Unknown Speaker

Mandy Byron, she's quite senior. First off, she's really interested in it. So when we put those things across to senior members of staff, they've all been like, yeah, it's really good idea to get a placement group together.

Unknown Speaker

Make it more of a scheme rather than us just filling a job, bro. Yes, yes. That's how it is right now. Like just come here and we fill a job role for a year and then a new person comes in for sexual growth. We want to change that into a proper scheme where we're giving back more than we get to be you

Unknown Speaker

tip way but we kind of work we work for be who, whereas we feel like be you should give us maybe a few more opportunities to work shadow and make it into a corporate scheme. And you know, people have been up

Unknown Speaker

versus off and said, Yeah, look, how can we help you? marketing so they'll help us make an Instagram page and

Unknown Speaker

Andrew grouses said that you help us keep group together with me and Brynn link.

Unknown Speaker

And so, I think definitely the general attitude is welcoming and

Unknown Speaker

Definitely that I think it's a good a good thing to be you.

Unknown Speaker

That's really interesting. When do you said, you know,

Unknown Speaker

XXX offering saying, oh, come to our university because we do play we have some with yours where you have to replacement that we should be offering the top notch placement ourselves. Yes. There. I think that's what so

Unknown Speaker

many members have stolen.

Unknown Speaker

And so perhaps learning from some of the external companies who have lots of placement students and taking some of their best practice.

Unknown Speaker

Really interesting. So do you think gum?

Unknown Speaker

What do you think your contribution has been? What do you think you've achieved over this year? Is that one of those things that yeah, definitely, I think to be placements group game that is definitely part of the achievements because

Unknown Speaker

We're being able to improve placements with future students. And as a really big thing, you know, we're starting a new element be you that could potentially carry on for the rest of the US lifetime. In a way I feel like I've left my mom from XXX now when I leave, there's going to be kind of like something that I prayed still there. And you know, next year, we've got an induction set up for the students. So next year, we know that we've got our students already going to be coming together and we have even hired autism. So it's definitely a step up in this hard work and trying to get members of staff to kind of Listen

Unknown Speaker

up for that also very busy people got two placements used to say, oh, let's do this. Let's do that. It's quite hard to get your point across. So that's one of them. And I also think the business side it is one of the achievements because we want an award that's picked up like so many

Unknown Speaker

Beside me had previous year.

Unknown Speaker

So that's definitely want to achievement and just overcoming My

Unknown Speaker

bad, my bad.

Unknown Speaker

But one negative attitude towards dyspraxia I think I saw a real negative number weakness, but I think I've overcome that and I can definitely see the strength in it. Excellent. That's really good. I think overcoming like learning difficulties with the help of XXX has been a major achieve personal achievement. Hmm, that's fantastic. So have you changed any of the ways

Unknown Speaker

that you do things within your job role? So obviously, you got this hand over document and things were set up. Is there anything that you've done new and differently?

Unknown Speaker

Yes. So, in that document, you know, Corey had a lot about

Unknown Speaker

He didn't really have anything about setting up meetings meetings, he just had a little about

Unknown Speaker

how to book rooms or like settling tasks. Whereas I think I've taken a lot of the etiquette side, like making sure that I'm not sending too many emails or sending the right emails and using the emailing system better, I think.

Unknown Speaker

Absolutely, people. I think it's the main things the next page materials. I've made my own handover document this time. Is there about

Unknown Speaker

you breaking up a little bit there? Can you hear me now? Yes, that's better.

Unknown Speaker

Yeah, about kind of having more of a positive attitude towards things and the way you put yourself across and networking, things like that. I think I put more of a

Unknown Speaker

element of that into my hand over.

Unknown Speaker

So, so there's social skills, skills. Yeah.

Unknown Speaker

You can teach anyone how to use a system, but you can't always teach people to smile with people and introduce themselves. So I think that's some new element I kind of wanted when networking with new teams, I don't think very rarely. I think he stayed in the GMO. Whereas I've worked with loads of different teams now.

Unknown Speaker

And I think that's kind of a new element of thought to the role that you can actually work outside of your remit. Excellent. That sounds really, really good. Well done. So, um, you mentioned previously about setting up this placement scheme.

Unknown Speaker

When you think about feeling valued as an employee, do you think XXX does enough around that element for placement students? Do you feel that

Unknown Speaker

valued.

Unknown Speaker

I feel valued by my team. So I think you know, Wendy joy yours and Jackie with people I work with, they can all see the value in like what I do and having around to do those things. And but I don't see enough emphasis on

Unknown Speaker

will be placements can really bring, I don't think be realized that they could. They could have been excellent students that all graduate and work at XXX I don't think they see the because they don't have a graduate scheme or anything. It makes me feel like they can't see the value in what that brings. If you have someone who is born and bred, be you, you know they've come He studied here, done a placement here and then you work a bit you you know everything about me you really and you can see from both sides and that brings so much I think that has so much to offer.

Unknown Speaker

I don't think you can see that. And I don't think that is emphasized enough. Okay.

Unknown Speaker

You know, especially as I don't I could have had a lot more experience in even more teams really. I mean, I could have gone and done a week in marketing or weekend it or, you know, I think if they buy his machine and so what's going on first?

Unknown Speaker

I don't think it's not that they don't value I think there's not enough to put into it. Yes, I can understand that. And I think you're right about the talent pipeline that perhaps they don't think in not yet.

Unknown Speaker

And that's the way in which most companies use placement students. Yeah, I think it could be. I think it's a small like the end game. I think they'd be very more interested and as well, you know, be you had loads of external guests on IBM come in and

Unknown Speaker

Microsoft think about their placements, but no one came in to speak about be you. You know, I just found it one day in my career.

Unknown Speaker

It wasn't really be you should really be boasting about how great their placements are and how we should be replying to them like we had two people apply for my role this year. And I'm sure that doesn't make me wait another two people were struggling to find placements at the moment. But it's no advertising. No, that's really good point. So I think, you know, if you really want to play some shoes, I would advertise it a little bit more. Yeah, good point.

Unknown Speaker

If you could change one thing about your job role, what would you change?

Unknown Speaker

And probably the responsibility that I'm given.

Unknown Speaker

I'd like to be older I've had challenges. I probably would have liked to have a manager the manager row, because that's quite hard to be used to have a manager role a lot of people here for a long time.

Unknown Speaker

before they're given that but at least taste of it I felt I said I want values on my team. I've never had the chance to delegate roles or you know when I compare myself to people like Charlene so you are managing stores and you know, having that experience and area manager even. I've never been given any close multiplicity like that.

Unknown Speaker

And I don't think it's because I'm not trusted, but I just don't think that I've been given the space to do that. You know, I've been able to do chair by beating

Unknown Speaker

I haven't, you know, been able to train anyone or I've had I've done a bit of my

Unknown Speaker

work experience with the work experience studio, which I have good good support to Planet myself and teach us things and I think that was the only bit of responsibility I was ever given.

Unknown Speaker

The perhaps if you've been given a project to manage Winston without the help, that would have been

Unknown Speaker

Pretty much that would be really good because I would have, you know, it would have really put me out of my comfort zone. And I would have been able to say like, I've had that responsibility, like when I do my PDP. And in there, it's like, when you mark, you're so far, far, as one bit says about responsibility and

Unknown Speaker

managing others, I think it says,

Unknown Speaker

I've never been able to really get above like two or three on it, because I've never been given the chance to do.

Unknown Speaker

So I think that's definitely an element that could be included if there is a scope for Yeah, no, that's really interesting point.

Unknown Speaker

So, as you know, my studies about psychological ownership, what does ownership in the workplace mean to you?

Unknown Speaker

I think it means kind of taking charge and having something that's yours.

Unknown Speaker

Working

Unknown Speaker

Something or

Unknown Speaker

having a team, that is your team that you have responsibility for, that you, you know, make sure that targets that

Unknown Speaker

goals are achieved and people

Unknown Speaker

know like staff morale and things like that ownership believe having is having responsibility of someone.

Unknown Speaker

So or something or project and making sure that it's the best it can be. That's what I see ownership matters. Okay. Yeah. Good. Interesting. Do you think you've demonstrated ownership at all?

Unknown Speaker

Yeah, I think I've had ownership over my research projects and making sure that tasks are done owning the different tasks. So I feel like yeah, I've had definitely like my name has been besides those those tasks in my head, I just drinking

Unknown Speaker

I've had enough ownership over individual people

Unknown Speaker

that maybe like owning a team or running a team, but I've definitely ownership over big projects like personal individual projects, such as the research.

Unknown Speaker

Do you feel ownership towards be you? Do you think of it as sort of my university? My company?

Unknown Speaker

No, not really. I don't feel like I have ownership of it. I feel like in a way based on ownership of me, because I'm an employee.

Unknown Speaker

I feel like that my employers and they kind of have ownership over me. I don't feel like it would be the other way around.

Unknown Speaker

Okay, so,

Unknown Speaker

in your placement, do you think you started developing these feelings of ownership

Unknown Speaker

About the middle of the placement, definitely. So when I started getting involved in research when I was given a bit more, a few more tasks I have deadlines for that's what I thought I could have ownership aware because I had a lot of control over the past the past I was given, you know, I

Unknown Speaker

was kind of given talks like this meeting or set, you know,

Unknown Speaker

a catering and, you know, things like that. I don't want to finish it over. It's just a mundane kind of tasks that I have to get done.

Unknown Speaker

But the tasks that would like longer can I have?

Unknown Speaker

I think, personally, that's when I started to build a ship. That's probably around February.

Unknown Speaker

Okay. Yeah.

Unknown Speaker

Good. Thank you. Do you see

Unknown Speaker

You colleagues demonstrate ownership. Absolutely. Yeah. So definitely Wendy. She is involved in a lot of steering groups, project boards, a lot of different projects, such as fusion, be furrow, things like that. I think her role is all about ownership.

Unknown Speaker

So, definitely, I think she demonstrates that and trials because he, she gives him a lot of tasks that

Unknown Speaker

take a lot of time to do have deadlines where he's a business analyst.

Unknown Speaker

I think he has a lot of ownership in his role. So I feel like it's everybody because they have to step up and responsibility.

Unknown Speaker

I think Jackie does as well. You know, she's head of P Mo. She has a big role to fill.

Unknown Speaker

And a big, you know, her opinion. I think it's very important with K

Unknown Speaker

projects done.

Unknown Speaker

The final say over a lot of a lot of decisions, so I think they will demonstrate ownership. Good. Interesting. Do you think there's any negative implications of feeling ownership? Do you think there's a negative side or is it positive?

Unknown Speaker

I think it's mostly positive. But I think when someone maybe has too much ownership, it can create a lot of pressure.

Unknown Speaker

And I think as well you kind of see that

Unknown Speaker

I don't know if it's a XXX especially or fitness and other companies, but I see like, if people have a lot of ownership, a lot of control, there's kind of Black Power Trip element.

Unknown Speaker

And I do see that at XXX it's not it's not too overwhelming. It's it doesn't make me unhappy in my job, but I can definitely see that as from looking at other people have a loving ship.

Unknown Speaker

It can sometimes create that power element. And I think that can be negative if not in a controlled environment.

Unknown Speaker

Yeah, no, that's interesting. Um, how does ownership make you feel then? If there's any positive outcomes?

Unknown Speaker

Um, if I, if Do you mean if I would have ownership of something? And I think it makes me feel like proud. If I've owned something and it, it's good, but the cost of the project and I've had positive feedback, and, you know, I've had that pat on the back that I definitely feel proud is when I don't get that positive feedback, or someone doesn't say anything. But maybe I start to doubt that I've done a good job and maybe my ownership hasn't. I haven't owned something, hopefully.

Unknown Speaker

Okay, yeah, that makes sense. That's interesting. Do you think you've ever felt like

Unknown Speaker

Before, so maybe in a part time job with your studies, any hobbies? Yeah, so when I went to our boss, I was a team leader. And I definitely felt a lot of ownership. I had a lot to look after

Unknown Speaker

I had tested targets to complete, and I was basically in charge of what I had to do. And so I felt a lot of ownership and I had a lot of responsibility at all costs a lot more than I have a XXX and so I definitely felt ownership in that role as a team leader because I had to, I had to respond to responsibility over people in job roles below my roles.

Unknown Speaker

So are you still working for our goals? Do you expect to go back or I probably won't go back. My left two years ago now. I worked there for years. So I do think I'll go back just because the company would didn't look after us.

Unknown Speaker

I didn't feel like they did. But I work at Nanos now, and I don't feel as much ownership there because although I'm a buddy, which means I trained people, I feel ownership over that and making sure that people are trained properly. So in the ships that I'm looking at people and making sure their trainings, right, I feel a lot of ownership.

Unknown Speaker

But maybe just normal roles where I'm just, you know, cleaning plates and tables, although I feel like you know, it's my responsibility to make sure customers have a good experience. I feel ownership over that. I do feel that element of, you know, I'm just kind of doing a regular job and I don't know, maybe that don't shift as

Unknown Speaker

relevant.

Unknown Speaker

bass drum, huh? Yeah, yeah. Yeah, no, I can understand that. So, um, what are you looking to do when you graduate them, what's the plans going forward? And so I want to work for you.

Unknown Speaker

Yeah, after I graduate, so kind of, I'm not really looking for a specific place because I just want to money for a year and then go traveling. And so I definitely want to travel for a couple of months with a few people. So I think that's my main plan is to get traveling done.

Unknown Speaker

Don't want to settle down and absorb library love until I've done much athletics and I won't travel.

Unknown Speaker

So that's my main goal. Okay. And how do you feel about your career going forward? Is that something you've sort of plan and think about? Yeah, definitely. I want to, I've kind of, I've never found

Unknown Speaker

somewhere like people, some people are, I want to go be a fireman or I want to be an area manager, other ones.

Unknown Speaker

I've never been like that. But I just have elements that I know that I need to have in a job to be happy. So one of them

Unknown Speaker

Allergan is working for a company that care about their store.

Unknown Speaker

Having, you know, flexibility and abilities and have a work life balance is really important. But also having that responsibility over things and being passionate about what I'm where I'm working. I think that the main elements, you know, I'd love to be an area manager or something, because it seems like a really fun job. I like that fast paced environment.

Unknown Speaker

But at the same time, you don't have that work life balance, and I think I'd be really unhappy. I really value family, and I found you my home. And so my mental health, I just wouldn't be able to do it.

Unknown Speaker

So I have to design.

Unknown Speaker

Yeah, yeah. Brilliant.

Unknown Speaker

That's the end of questions. Thank you very much. for that. Let me just turn off

Unknown Speaker

the recording

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