Interview 10 – 30 July 2019

DT: Hi, this is an interview with student number 10. Could I just confirm for the tape that you're happy for this to be recorded, please?

P10: Yeah, that's fine. Great.

DT: Thank you very much. So can I take you back to your second year? And could you tell me a little bit about your placement search and how you ended up your placement company, please.

P10: Okay, so I initially applied to pretty much as many jobs as I could just get my name out there, see what I was successful with and what I wasn't. But actually, how I fell into this job was kind of more at luck really, than anything, because I knew the previous in time. And so like, big, big boss, she was head of inside sales for the whole of Europe. So she just kind of said to her, can I have your friends even shot my CV? So she had me in for a meeting and the same day, I got phone calls, I got the job. So I'm (DT: fantastic). Yeah. So it was?

DT: And was it a company you'd heard very much off before?

P10: Never heard of them? No, no, I've never heard of them. But actually, they're just that head of Microsoft and IBM. So in that sense, although I never heard of them, actually very big.

DT: Excellent. So that's good. And the job role that you went for? Was it the sort of job role you've been applying for?

P10: nine, completely different set was more sales orientated? Okay. Um, but it was like the jobs I've been applying for, in the sense that it was more of an analyst side dealing with data and admin. So that was what I was more kind of attracted to. I wasn't interested in actually selling as such. Okay.

DT: Exactly quality because sales has this bad sort of reputation. And you think it's cold calling?

P10: I think so. I just kind of think I wouldn't appreciate it phone calls. I don't like phone other people kind of thing. Yeah. And I kind of Yeah, but my opinions changed slightly. But I still personally wouldn't want to be on the phones. It's not something I know you want to do long?

DT: No, no. Okay, we might come back to that a little bit then. And so you had an interview? Did you have to do any test? Was it just one interview?

P10: So I just had one interview. But it was very different to actually their actual process. And because they've been growing so fast, they now have an actual University representative in the company who does all the HR recruitment side of things. So now, you know, I have to do a lot more formal, at least three interviews. Some other form, you know, just on the phone as well. So yeah, that's what processes a lot more for them. I experience.

DT: Okay. And did you come out of the interview? thinking, Oh, I'm interested in that job.

P10: I think because it was easy. It's not the right word to use. But because it was very informal. I was kind of thinking, is this something I really want to be going for? Because it was old, shabby offices. A quick process, I was kind of like, right, what am I getting myself into?

DT: Okay, so in your first week, then you went in perhaps a little nervous and slightly sceptical or by the energy change?

P10: I'm a bit sceptical. So I just kind of thought, well, this is something I have to do get the experience under my belt. And you know, I'm not I'm not there for money. I'm experiencing a lot.

DT: Absolutely. So tell me about your first week.

P10: First week, it involved a lot of shadowing of the previous intan understanding what it was she was doing, and also involved a lot of training videos.

DT: Okay, yeah. I've seen a few of those most. Yeah,

P10: a lot of training videos. But they now the whole introduction process, the company is completely different to what it was when I first joined. Okay, different.

DT: Yeah. So they formalised a lot of things in the long you've been them?

P10: Yeah, a lot has changed, and just the year, which is quite crazy.

DT: And teach you so you did some shadowing with the placement student? Did she stay pops up first week with you?

P10: She stayed for about a month. Okay. So it was a good kind of crossover. Because I think week a week wouldn't have been long enough to really get everything you know, and understood the point where I could be left to do it completely my. So a month was kind of like a good change over time. It allowed you to sort of understand it, and then ask questions if you still weren't sure.

DT: Yeah, absolutely. And what was her opinion of the company?

P10: And I think because she was in it, at that year, when it was she spent a whole year and shabby offices. They were still they were performing very, very well. But she came away feeling as though the interns weren't treated as well as what they should have them.

DT: Okay.

P10: And I have a completely different perspective, just because obviously, they were taken on board, everything she said. I think in her exit interview, she had a lot to say. Okay, good.

DT: Great that they took some notice.

P10: Yes, I think they took a lot on board. And because they wanted a lot more involvement, because of the CEO, he really likes the involvement of interns. He's ready for it. And so because of that, they're obviously they wanting to increase our satisfaction and for us to do more. And that's been like a full blown internship programme, which has started this year that I left.

DT: Okay, so yeah. Oh, interesting. And did you get to meet the CEO in your first week? Did you see any of the sort of senior people?

P10: so CEOs based in the US, right, okay. I saw him on my final week, actually. So I had to present it to the whole of Eastern No, yeah. Hola, Western Europe, my internship experience. Fantastic. It was it was really, really good. I have so much, so much good feedback.

DT: Oh, we might get on. But yeah, a little bit.

P10: Yeah, really good feedback. So in terms of we had to present because the CEO was coming over, but unfortunately, his taxi didn't get there in time. But I told people I needed to really. But in terms of the senior people, so my boss was underneath the light director of inside sales. So she was she's very high up and I did a lot of work for her. Okay, so I met her within the first week. And I did work that she was kind of relying on if she had caused us to I have bosses, she would have to use my data. Right. So it was, it was quite important that we got the data done. And I used to come into work early to ensure that like, how meeting times should have had the data she needed. So

DT: Excellent. Well, we'll talk more about the role in yellow. So um, did you have any sort of formal activities to do on during in the sort of first week or so? Was it just online training?

P10: Yeah, it was more online training, just because because the company it will be 10 years this year. Right. And so there wasn't any really formal training, such it was just online videos that I took a lot of notes from.

DT: Yeah. And did you meet people from your team with a many people in the team?

P10: And so the team that I was in, was that called the sales development representatives. So they're the ones that book the meetings are the ones that get into the companies. And so from day one, I was, you know, involved in the team, I think it was really useful that I did know the previous intern, because obviously, she was able to tell everyone about before. And so it was kind of easy for everyone's kind of made me feel like I was part of the team quite early on.

DT: Oh, that's good. Yeah. Sounds good. Yeah. And how did they make you feel part of the team?

P10: Just by involving me in conversations? I think that was good. Obviously, you know, asking me to do their work as well. But that was fine. helped me get to know them.

DT: So what were your feelings about the role in the organisation after the first week or so?

P10: probably still still sceptical to be honest. Yeah, so where I was sceptical just because I think the office environment can really affect how you feel about company itself. And so it was it was just quite shabby. And we were told we're moving into a new office in September, and then it went to October, and then we actually did move. Much nicer office. Oh, that's good. Yeah, yeah. Yeah. And I cannot stand the you think you can feel a little work for him? Because you think, do they have any money?

P10: Yeah. But luckily, they haven't actually made profits. That's because they're a unicorn doing their work.

DT: And so you sort of alluded to a little bit about your job roles. So could you tell me a little bit more about what you do.

P10: So I supported the sales development inside sales development team. And so I did a lot of admin and data stuff for them. So the first thing I do every day would be is called set ranking. And this was what the high management relied on. So had all of the people in the team, their quotas, and then that what they were on, so they would see personal achievement and team achievement as a whole. But not only did I do the UK, I did it for the whole of Europe. So we were able to see Europe's achievement in comparison to what we need it to be. So that's what I was first did I also did the registrations for Middle East, so anything that came in from partners, I have to be approved. And I or extend. So, you know, I was dealing with not just people in the UK, but people around the globe. Another really like, thing that I'm proud of that I did was I trained all stos in Europe on outreach. A mass emailing tool? Yes, not. So yeah, I trained them all on it I created. So I did it through WebEx. And I also create the guide for them to use. But obviously, if they had any problems or queries along the way, they'd always come to me anyway. So it was like I was training them on something that was really going to help them succeed in their job to be honest. So that was really good. I did a lot of big thing with data. So I can see whether there are customers if we're in contact, if not, you know, who who companies like SDR is and aligning all of that data so that these would have like over, you know, like thousands of companies. So it was quite a lengthy job. But imagine, once you did it, it was quite rewarding and people thankful. So that was nice. Yeah, so there was a lot of variety as to what I did, and a lot of because I also have my own territories as well. So I had Eastern Europe, Africa and Israel. So I was having to email and contact them as well. was doing everything else. So it was a very busy. lots going on. But not really did enjoying it. Yeah.

DT: Fantastic. And did the firm change very much whilst you were there?

P10: Yes. So obviously, a lot more was like kind of delegated. As the company grew, we had more people joining the team. So it might if I looked at the stack ranking, the amount of people that all of a sudden went on that table, it doubled. It was it was crazy. Yeah, they're really busy time. Yeah. And originally, there was just two tables I had to do. So it was the French team. And then the rest of the team was just one other team. But in that time, we had a manager get hired to do Germany's own team and a manager hired to do all of like Netherlands, Norway, will all of that as well. So it really grew really quick. So a lot more jobs were given to me to to keep everything Yes,

DT: yeah. So what did you enjoy most about it?

P10: Probably the people. Just because you met many new people along the why, at different levels, you know, you were given a lot of responsibility, especially for the job roles for an intern. And like the stuff that I was doing high management was relying on, which is quite good. Going for an intern I fought slowly. Yeah.

DT: And so what, what were the bits that you least enjoyed? if any?

P10: You're right. Yeah. I think what I didn't like was some of like, the people in my team would just, if they asked me to do the job that expect, expect me to do it. So I didn't, I found that sometimes a bit disrespectful. Because I think like the way that in science is kind of change. Now, it's not like Oh, just go count, count paper or something like that. It's a lot more involvement. So I didn't like the things were just expected of you and the referred to sometimes as the intan. But that changed a lot since the previous intern that we had with my manager recruiter, like new strategies to ensure that they go to her with the work needing to be done. Staying come to me, so she knew what was going on. And she was able to tell them if I actually was able to do it, because I had so much stuff going on at the time. yeah, I think it early on, it was just kind of what uh, yeah, what I didn't like was, people just expect things from you.

DT: Yeah. And so you could get lots of people from different thing. Yeah, without understanding your workflow here.

P10: And, obviously, obviously, a tonne, she can do it kind of thing. You know, that kind of stigma attached to it. But it did get a lot better. And I think people can learn as well. Yeah, go for the manager kind of coming.

DT: And going, when things went by the manager. Did you feel that you had control over your work alone?

P10: Yeah. So because she was aware of what was going on with, there was a lot of things, because the appointment was free things needing to be done all urgent at the same time. So I kind of went to her. Okay, right. What do I prioritise because A, if someone moans, I can quite well, the manager is making the decision, not me. And be you know, I've got her support. And sometimes that's the best way to kind of learn is to ask what someone else would do in a situation as well.

DT: Yeah, absolutely. And so on a day to day basis, could you decide what you did when or was your manager sort of saying like, this needs to be done by 12 o'clock,

P10: we will have to run devices, but I'm quite organised, controlled person. So I have my morning, my morning, tasks that I did, I had it on a piece of paper, I have my normal routine. And then like all of my kind of side projects I do like late morning and afternoon. So I did kind of always have a routine and say she needed up. I was good to be left to do what I needed to do. Yeah, she didn't really have to ever tell me what to do to be honest, apart from violence. Well, what do I prioritise?

DT: And did you like having that sort of level of autonomy?

P10: Yeah, it was quite nice to be honest. Because you know, that I, you know, you don't feel like they think you're stupid, always having to be told what to do. But also, she was very busy woman anyway. So I think she appreciated having someone that was a bit more able to speak for themselves. Yeah, absolutely. Yeah.

P10: And did you change any of your processes? Did you adapt anything?

DT: All sides of that the stat ranking, as more people through my slides changed that outreach, constantly had to change the processes, just because the tool capital, they keep changing the tool of different things, and you just have to keep updating it If not, people go, what's this. And also, so I used to do emails to all leads open over five days in Europe. And that was something really strongly wanted by the CEO. So I used to have people like from the Netherlands, arguing at me for contacting their leads. But so I used to do that over five days. So what what changed was to begin with, it was just a generic English email. But throughout the year, we wrote create a French one, create a Czech Republic, one for a German one and Italian will be created so many, okay, it took a lot more time to contact all these people, but I was able to create separate reports for it. And so we were really able to like adapt not only the languages, but also the style of the email, see what does work as well. So yeah, we were able to kind of reach out to more people won't get more success with the emails that way. Yeah. So So

DT: yeah. Cultural agility? Yes.

P10: Yeah. So it was constant changing. So yeah, that's kind of one process that I really did change.

DT: Thanks. That's really interesting. So, um, how do you feel now about the organisation,

P10: completely different? I can see that it is the future of its industry, because it's the pioneer, it creates the technology, even though it's competing against Microsoft, dow, IBM, Amazon and all that, because they're the pioneers, that always going to be ahead of it. So we're in a really good position in the market, they're always wanting to be better always wanting to grow more. And yeah, it's just the whole cultures change, they all of a sudden brought in all their cultural values. The new office changed everything and new people, it just, it felt like a completely different company at the and to the company that I started with.

DT: Interesting. Why do you think that was the change? Was there a new CEO or anything?

P10: No, I think just definitely new officers. Definitely the fact that they brought in the cultural values. And they there was a lot of work perks as well as we like massage once every two weeks, which are nice. And, and like free food. So they were always trying to keep you happy. It wasn't a very, like done environments being. But yeah, there wasn't any. I mean, the director of the inside sales, the final month, she did move to the US because she'd been given a promotion. But I don't think that would have changed anything. Just because it was so late. Yes, just when it happened. But there was also a changes more people going up more people coming in. We've had a new obviously replacements related Scott's to us. He I think he's just so that's going to be interesting to see how the course changes.

DT: Yes. And you said that there were changes the board in some cultural values? Did they get staff involved in those values? Or was it almost these are all new values, they have

P10: gave us the new values just because I think this a US base I think happens in the US. But when it first came about, we had, you know, more stuff put on the walls, we were given magnets, when a CEO came over, we were tops with, like, on the values on. So yeah, they became a lot more involving the values intellect. Daily. Does that work? I mean, I think because they would like specially management would drop the values in there, like comments about things because those were like believe in striving, think big, but start small, obsess over the front line. So if there was like a big call going on that, like we need to obsess over the front line. So it would kind of work in that sense that yes, people are beginning to use the culture values. Just in everyday terms.

DT: Oh, interesting. Yeah. And did people buy into those values? You know?

P10: Yeah. Yeah, that's good. I mean, to begin with, there was some ones that I didn't understand those, like, what, there's one called Get comfortable being uncomfortable. And they, because they were brought in quite early in my internship, I was kind of a bit like, what, how that doesn't make any sense. But actually, towards the end of it, I realised that I really do identify with the value because it's constantly changing. So you really have to be comfortable with the fact that you never really actually going to be comfortable. Yeah. And so after I actually understood that monument, so interesting. Yeah, quite late. But yeah, get comfortable being uncomfortable, because, you know, the young young person with me, that was a bit, you know, new to it was a bit like war. But at the end of it, I could see my growth and understanding of that money. So

DT: excellent. Interesting. leads me nicely onto my next question about your skills and competencies. So which ones do you think you've sort of developed or improved on during your placement year?

DT: so definitely prioritisation, time management, and probably communication as well, knowing how to communicate in certain situations what to say what to not say, who's communicate with? Yes, came specially useful with the people from the Netherlands getting angry that their leads are being contacted. So as used to start with, I understand your frustration. However, I dropped the pilot management name, say, however, this person, I'm following orders from this person. So if you do have an issue, please bring it on. Because I'm, I'm just, you know, following Yes, absolutely. I think they began to understand that actually, this management person was because it costs the company $200. For each day, a lead was over five days. So again, I calculate steamers I sent and I saved the company of 3 million, which is fantastic. So, yeah. So in terms of like, competencies, definitely communication.

DT: Yeah, absolutely. So how about your confidence?

P10: I was quite confident anyway. That's kind of why that turned on by Sony. To be confident. Obviously, not the right thing. That's fine. But actually, I mean, yeah, I was quite a confident anyway. But I think now I'm just more of a mature confident person.

DT: Okay, life just develop maturity. See, feel comfortable being confident?

P10: Yeah. Especially presenting to, you know, you got I didn't come across now. I mean, honestly, nervous anyway, it sounds quite bad. But in terms of presenting, you know, I felt ready and people might you were in a power stance. I didn't mean to be. I think it's just from Taekwondo. But in terms of presenting, obviously, I didn't have any nerves. So it means sure that I came across in a really professional manner.

DT: Yeah. So tell me a little bit about the presentation.

P10: Okay. So we had to present my year experience of our internship. I think, yeah, the four of us had to do it. So I went second, because I didn't want to go on to be one first. You know, just get it done. That's done. Yeah, absolutely. And so I kind of start off with I think, my slide, my friends was really good. And she got photo. Oh, that's nice. That's really funny, too. She sat right at the front. So looks like I'm not presenting 21. But behind them is just tonnes and tonnes and tonnes of men. With a month manage us throughout the is Yeah, a lot of high people or people in the field a lot more Charles SATs. Okay, so, yeah, I assume in kind of that was me presenting, but behind was like over 100 people. Wow. And see, I can go through what I saw, I saw I presented about my responsibilities that I did. That I converse with a lot of many different cultures and how it helped me grow, about experiencing the growth of the company as well, totally changing offices, that's quite a big thing to really experience in a company. The fact that a unicorn, and I'm going to do my dissertation around it, about the culture and that it was fun, like a fun culture because we used to themed call out days where we got dressed as ninjas. And then the marketing person plan for a title instructions comes we did like half an hour to three in the morning, which was fabulous. So it's quite, you don't normally do that. And then I kind of went on about the values that I identify with. So to get comfortable being uncomfortable, and have bias for action, because I'm very much a do it. I do not procrastinate. I like to get things done. So yeah, in terms of the presentation, and I got a lot of really good comments. Yes, I got so people we got I got some emails about how how good we were. So So I said just wants to drop a quick note, say what a great job you did today. It was a very full brackets and hot room today. And your presentations were all fantastic. It's not easy to keep the attention of hundred or so people and you refuse as well for your talents. And the intern programme came course very strongly, very impressive. And then a nice, yeah. And then this is someone that sparked me because of the timing that the message was sent. Okay. So well played yesterday, I thought you all came across really well, I'm probably better public speakers than 80% of people in the room would be in what could have been fairly daunting circumstances. Someone on the WebEx audio that's like the listening, they actually text me to ask who's speaking at one point as they couldn't believe it either. But if enjoyed it, and thanks for your hard work. And so they've put best than most of our actual employed people. So I'll take that. So did you feel valued by the company? In the end? Yeah. Because they wanted to actually hear about the experience, then it rushes to the side. And but the room was really full. And people were wanting to listen about what weird experience. It's quite nice, because people are just the interns will go grab a coffee will miss this, but because it was a full presentation day. Okay. Right. Yeah. Because obviously the CEO was coming over. So it was all hands on deck. But yeah, now that was a, it was a really good experience. I'm glad that I got to do it.

DT: Yeah, absolutely. Yeah. So I'm looking back over your placement. And I know you've completed your portfolio. So you might have already thought about this. What would you say was your biggest contribution pipeline?

DT: Just because, so my role didn't because I was so busy, never meant picking up the phone. So everything that I achieve was just for email. And so the month that the figures that I achieve, not only was it the first person as an intense with Chief, but actually as an employee, just doing things for him. So see my pipeline, four point over 4.6 million closed already has over 600 k box that's going to keep going on pipeline can also go up because they always put it like a middle value is like the pipeline, and then usually the projects become bigger, so it's more value. And then obviously, with the outreach, I saved a company 3 million. So overall, that's less than what a lot of money.

Dt: So I'm quite Yeah, yeah, that's a fantastic contribution. Yeah. Something very tangible.

P10: Yeah. So I wasn't, you know, walking in, I wouldn't have expected to have achieved something of that value. Really?

DT: That's really, really good. And do you think the culture you were in sort of helps to have standards of excellence?

P10: They will always, I think, because the company's always wanted to grow. They're always increasing their targets. Serious that I'm, especially with the culture, believe in striving, they're always wanting more.

DT: Yeah, absolutely. And it is, it sounds like it fitted with how you liked work and what you believe in?

P10: Yeah, I can identify with a lot of the principles really so. Yeah.

DT: And all does the organisation have mechanisms to show how much they appreciate stuff?

P10: Yes. So at the end of every quarter, they give out awards to like the person who's got the highest pipeline, hit their quota the most. And then they introduced a going the extra mile award, which they're now going forward and using because they realise actually, sometimes it's the unseen people that actually really do help. And I managed to get go next month or so. It was quite nice. And so now like, yeah, another guy was, well, you have a team also got the going Extra Mile award. And that was just for her, dealing with companies that were being very difficult with her, you know, and wanting to still, even though they've been difficult for her, you know, still keeping them happy. Yeah. So, yeah, there is that sense of recognition, even though you're not the one hitting those numbers, we can see you're actually really working hard and making a difference. Yeah.

DT: Yeah. And did you have much opportunity to interact with senior managers?

P10: Um, yes, and no, I think, obviously, because a lot is based in the US. So like, all the really high level is over in the US. Sometimes you get people come over and visit. So you might not have spoken to them individually. But you'd have met them collectively. And obviously, you know, we we did speak with directors just worked over here, just because it's a fast growing company, but still a relatively small office yesterday. I mean, we've only got like a floor as opposed to a whole building. So you're gonna bump bump into them? Yeah, absolutely. Yeah.

DT: So if you could change one thing about your placement, what would you change?

P10: That's tough one, I was gonna say the other intern. But actually, that make taught me how to put up with people. Yes, it was a good. What would I change? Maybe the recognition early on, because early on, there wasn't any form of recognition. They were still trying to improve the internship programme. So yeah, that's probably what I would have changed if I started when the internship programme was actually in place. Yes. Okay.

DT: Yes. And, huh. But I suppose in some ways is nice. They've taken on board your comments?

P10: Yes.

Because we, we did have to each time we had a slides present to like HR and management, about what would change about what we've key? And what would get rid of. So they were really wanting to actually listen to us about how to improve it, which was really nice.

DT: Yeah, absolutely. So um, as you know, my study is about psychological ownership. What has flipped ownership in the workplace mean to you?

P10: It means that you're given an obviously, in terms of ownership would be not passing responsibility. You're taking responsibility, to be honest, would be what I'd have to say. And also being proud of what you do as well. But yeah, I think it would be in terms of ownership, it would be the rose throws that you do taking responsibility for it. And seeing things for you to achieve. You know, owning owning your your own.

DT: Yeah, yeah, absolutely. And do you can you think of many examples of when you showed ownership, on your placement, or you've seen a colleague show ownership?

P10: So I think with me, because my ownership was training everyone on outreach, so if anyone comes to me have a query a problem, something not working? I'll take ownership in the sense that I would see the problem fruit of being fixed, I wouldn't just be like, Oh, I don't know and leave them, you know, I took ownership of the situation. And if it was something I really couldn't deal with, then I would contact support seeing them in the so they can see the actually, we're going to go into the next step of solving a problem.

Dt: Excellent, good. And do you feel some sort of ownership for your team, or for the company,

P10: by just because for the team they relied on means hunted data. So I helped them towards achieving their targets, to be honest, what I did did make a difference to them. And then that goes on to the company, because their targets are, you know, another segment of the full picture. So what I did, and again, you know, that the money that I saved for the whole of Europe in terms of leverage, no five days, I think that's benefited the company greatly. And they're able to use as an example to people around the globe now say, yeah, this is being done. It's doable.

P10: Nice to be held up as an example of good practice, isn't it? And then we'll be back. So yeah. Yeah, that was one of my questions. What point in your placement do you think you develop those feelings of ownership?

P10: I think it took a good six months to really understand. I think I want to in with a completely different perspective. And I think it took probably good six months to really understand the importance of everything.

DT: So what changed?

P10: I think I did mature as a person. So that understanding of what the world of business will work. I wasn't so I mean, I was more understanding a bit more taking in other perspectives of fuse. And yeah, so I think I just kind of developed my understanding of stuff around me, which made me probably change.

DT: Yeah. And did you see other people exhibiting ownership? And so that made you think about taking responsibility?

P10: No, no, no. For me,

DT: yeah. Yeah, that's fine. I'm just listening negative sized feeling ownership.

P10: Probably, if you own it, go and it goes wrong.

DT: Yeah, it goes wrong, because you know, you could lose your job out there.

P10: I'm also be in terms of if someone, you know, had something that the company was wanting to grow, and it meant that process has change. I think that person would probably view be very offended, and it could go wrong, you know? Yeah, I think in terms of that, if you wanted to make changes to the business and expand and change the process that someone was the owner of I think that could cause problems.

DT: So they might feel territorial.

P10: Yeah. percent cnet's. Yeah, my Yes. As and they don't want to change the good job. Yeah, yeah, I can see that.

DT: So what do you think of the positives of feeling ownership?

P10: success? Because you're going to see something for you're going to see it to the end, you're going to want it go? Well, because if its associated with you, you don't you don't want to be associated with something that's failed.

DT: So do you think is, Is it just you as an individual who feels? gets the benefits? Or do you think it then benefits? The team, the company?

P10: Once I'm the virgin? It depends. It depends what the project is, or the activity is that you own? It might be something very personal. It could say we like with my roles, I think, because the stuff I was doing wasn't to benefit me its benefit the team collectively. But I think especially in the sales team, there are a lot of people that will just do things just to benefit themselves. Yeah. Yeah.

DT: Do you think you've ever felt ownership before? So maybe ownership for your studies or hobbies or

P10: massively, especially like terms of career? Because at the end of the day, do you really rely on yourself? So I kind of own my future?

DT: Okay, this has come up with other students. So in what way do you think just because

P10: I think especially in this day and age, especially as a woman, you kind of you actually let you know what I'm in control of what my future will be. I don't have to be a stay at home mom, and don't have to do any of that now. And so I think, last question, again,

DT: about how does career ownership manifest itself?

P10: So I think because early on, it starts off at school. And it starts off with your GCSE. And then you develop it onto your a levels, and you develop on chic degree. I think in terms of progression, you're constantly owning your your success, in that sense.

DT: Yeah. And so are you actively planning your career going forward?

P10: If you asked me three years ago, I have had a complete idea what I was doing. Whereas now I'm being a bit more flexible. I'm wanting to go into something more futuristic. So I don't necessarily know what I'm going to do. But because I've been offered, not necessary after job, they've got to create it for me. But so I'm thinking about if you own your career, yeah, you'd go about sort of, I suppose being proactive. Yeah. And you know, what we do. And I think especially in this day and age, you need to be wary of not going into something that is old fashioned. I was very much wanting to go into banking and insurance. Whereas now I know a lot that's going to go to computers. So it's good to be going into something that actually is the future that can give you a long, long term career. Earning money, such

Dt: interesting. So this job they're going to create for you a little bit about it.

P10: So they have a team, which sorts out all the finance for the deals with all the big companies. And there's a lot more of things probably going on with them. So they do total cost of ownership, that kind of part, but they want obviously, they wanted to expand and this guy, he's doing it for the whole of Europe. And he calls himself a cloud economist. So it's quite a quite cool, cool, yes. And so they're wanting to expand just because they need more people. And so, last week, I after I presented I phoned them up, and I said, you know, it's my final week, just wondering if there could be, you know, a potential drop in the pipeline for a graduate. And he was very direct. He's quite a direct person, you know, he's just kind of gives, I'll be honest with you, unless it makes sense, I hope. So he's going to talk about the person above him. And then the university employee personally does all the graduates, she's also going to be, you know, helping, so they're going to try and like create a job for them to be there for me. Yeah. So it's kind of more finance analytics and data, whilst you've still got the sales side of it, and not as much. Yeah. So it's kind of made me understand that I need to go into something which is more futuristic from

DT: where you look anywhere else as well?

P10: Yes, to be on the safe side, just in case it's like Actually, no, we can't do it. Yeah, no, occasionally things fall through. Yeah, there's good intentions, but you know, yes, things might not work, huh. Yeah, I think it's always good to prepare to, you know, just have a few other things going on, just in case.

DT: Yeah. And what other things sort of areas might you apply for? Um,

P10: I quite like dealing with data, supporting more finance data side of it, nothing too heavily financed. So something that just involves a few different areas. So I'm not like putting myself into a corner maybe. Yeah. Something that I can just expand and development and management and something that will give me a good kind of ladder to progress into. Yeah, so sort of data analytic. Yeah. But the business?

DT: Yeah. Yeah. Interesting. And then you want to go into management. At some point. It would be nice. Yeah. Yeah. And where do you see your ultimate destination?

P10: You're maybe young, for I haven't thought that far ahead. Would I want to be a CEO? Probably not from a mental health. Would I want to be in high management? Yes.

DT: Yeah. Well, you got something to aim for. Yeah. And what type of organisation

P10: I find I am quite old fashioned. So I think maybe something that is quite old fashioned probably wouldn't be bad. But also by being in a company that actually is quite cosy, you say celebrate autonomy. So they're quite autonomous and the kind of that they let you, they hear what you say. So although I wouldn't mind being in a more old fashioned company, I'm also willing to also be in a more sort of futuristic one, huh

DT: When you say old fashioned way, something that's been around a long time.

P10: And you know, they just established they use, you know, a corporate. Yeah.

DT: Yeah. Interesting. Well, that's brilliant. So my questions. Is there anything else you want to tell me that you feel we haven't covered?

P10: No.