WHAT A MILLENIAL AND HER MANAGER THINK ABOUT THEIR JOB?

What does your job represent to you?

I want the job I love. This way, I won’t perceive it as an actual job. My current job is sometimes like that, but sometimes it's not really a pleasure.

It is a very important side of my life that helps me to develop and to gain the financial comfort I aim for.

What do you like?

I was always attracted to the accounting part and the idea of auditing. Now I discover in every project new things about companies, about the business environment, about how a business looks in accounting. On the whole, a balance is created: there are very busy periods during the season, but there are also less crowded periods in which we can relax more than others can.

I always liked the figures, the analyses. But now I also enjoy the interaction with many people outside the company; which gives me exposure to the diversity of professionals in different fields.

What do you not like?

Being at the beginning of my career, adapting to far too many new situations creates a state of discomfort and tension - new people (either from the client or the managers I work with).
The pace of work is alert to which we add the pressure to deliver in conditions that vary widely from one week to another. I think that at first we can not be expected to deliver technical results and also have already developed all the skills of relationship with so different types of personalities.

As the career progresses, so does the administrative tasks generated by team coordination. And I do not like the pressure of deadlines that are appearing overnight or caused by delays of other people.

What challenges do you face at work?

Technical knowledge and skills are the most easily developed ones. The most difficult thing is to have self-control in pressure situations. Basically, when everything burns I have to temper my own reactions so as not to degenerate the situation. No one has taught us this until now.

There are several challenges but the main one is the high rate of personnel change because it does not allow me to consolidate any team.
Then in our industry, there are challenges generated by the pressure of finding profitable contracts in order to ensure income generation.

What do you need from your manager?/What do you need from the members of your team?

To be a leader - not only to be a good technical person, but to really know and manage people and any conflicts between team members within projects. For me it is important to be close to people when they are having problems so that they can stay motivated for the next projects. It is important to communicate punctually with us in each case and to be open to listen to what we say.

To be serious and responsible. And that means completing the tasks in such a way as to contribute to the results of the whole team. What a member doesn't do, it redistributes to others and it loads them with a lot of work.
To communicate throughout the project with everyone involved (including with clients) so that we can find solutions in time for each challenge encountered by the team.

What do you think your manager/team member expect from you?

I am convinced that my manager can expect nothing but the tasks to be resolved on time.
But it would also help to observe the other aspect: what is the relationship that I managed to establish with the client so that I can deliver the tasks later.

They definitely want feedback after each project. They also want to receive support when the client delays the delivery of informations.

How do you know if you are doing a good job?/How do you know if your team members are doing a good job?

After you finished a couple of projects, you can see which criteria matters. It's just that some of the managers are waiting for me to do what he/ she is accustomed to but I can't do that considering they didn’t communicate the expectations.

When I review the worksheets I also check if they are made according to the general standards of the profession which my team members have learned in the first weeks of courses. But I am also looking if they asks additional questions when reconciling accounts. It is not enough to copy some figures, you must ask and explain why the variations appear.

How do you think your manager should give you feedback?/How do you think you should give feedback to your team members?

The feedback should be given immediately after each project is done, face to face, pointing out both the good things and the ones that need to be developed but without insisting only on the latter.
Feedback must also be adapted to what I react best to: negative or positive – simple as that.

The best feedback is face to face, but not immediately because the state of dissatisfaction can affect the message and the learning process in each situation. And what we don’t do so often, but we should, it is to give feedback also when we are satisfied with what they have done.

What does the work-life balance represent to you?

To have an understanding from the manager whenever I have a problem that I have to solve during the program. As I am open to send a report at 12 o'clock at night to a client, my manager should be open that such personal situations also occur. Throughout the year there was this opening that helped a lot.

Clear delimitation between working hours and family hours. I do not check any messages received after 6pm.

Your employer is involved in social projects. What does it mean to you?

It is important to have such projects because we need to help our society. Not just for Christmas, because then all the companies are mobilizing for such causes. It is important that the employer identifies such projects because I do not know such situations and it helps me to know these causes.

Employers are involved in such projects for image capital. It is important to get involved, but these campaigns are not unbiased sometimes.

What does the career represent to you?

To do something that I like, to get the certifications I need, to continually improve myself so that I know I'm a professional.

A career is an increasing succession of positions or roles that exposes me to new projects and helps me to become a good professional in the field.
It also means that it is a pleasure to come to work.

What would you change at work?

I would eliminate any type of reproaches, get better working conditions, get new technologies that make us work much more efficient.
It's better for everyone, not just for us.

I would like to communicate better with some team members that spoils the atmosphere in the team and demotivates the others.
And I would also like feedback on what I'm doing.