VIDEO TRANSCRIPT - Career Crossroads: Shana Peterson-Sheptak

**Corresponding transcript to the PNC Flix video 'Career Crossroads - Shana Peterson-Sheptak'.**

**​​​​Why are you so focused on development?**

-If you look at how I spend my time, a lot of it is spent on developing others and -- and also on -- on my own development.

And I believe -- you know, PNC says this, but I believe it -- owning your own development.

I am responsible for that.

I am responsible for connecting with people.

I'm responsible for learning the things that I need to learn.

And so I think that ownership and accountability to yourself is the number one thing that I have done to facilitate career growth.

**Why do you think ​making a lateral move can greatly benefit one's career?​​​​**

We're naturally programmed to want to take steps up in our career all of the time and -- and, of course, we all want to -- to continue to do that.

But a lot of my career was about getting additional experience and learning and that required a lot of lateral moves.

It required, in a couple instances, to take what would be on paper a step back, although from an experience perspective it put me three steps forward.

​​​​But that's really, really important that, when you're looking to build and grow your career and develop, it's not always about the next promotion.

It's about what is the next opportunity that's going to give me skill and knowledge and experience that I wouldn't have had otherwise.

**What's the benefit of taking on a stretch assignment?​​​​**

You've always got to be amazing at your day job.

That can never, ever slack off.

Anything you do in addition has to -- you can't let -- you know, you've got to still be amazing at your day job.

But taking on additional opportunities, additional projects, raising my hand to help with things that were outside of my day-to-day responsibilities gave me tremendous experience.

So I learned how to lead from an influential perspective.

I met people and leaders and projects that I would have never, ever otherwise been exposed to.  
And, oftentimes, that also helped me become a really great leader of change because I was exposed to and hearing things that, again, if I had just stayed in my world, I would have -- I would have missed.

**What's your best career advice?​**

So first and foremost, leverage the resources that PNC has given us.

And I -- there are so many and we are so fortunate.​​

But I think about our career advisor program.

An amazing tool from, you know, building your resume, to help you create your cover letter, and -- and everything in between.

You know, that's a good example -- Guild.

The investment that PNC has made in Guild -- I mean, I've signed up.

I hope everybody else has.

An amazing way to build your skill and expertise.

And, again, PNC is supporting that.

Think about -- I learn pathways.

You know, your development plan, your development conversations with your -- with your leaders.

Take advantage of those tools and resources.

Get comfortable with them.

Prioritize your development for yourself.

And, by the way, that also -- as you get comfortable with those tools and resources that PNC provides, what it also does is help you then help other people leverage them.

So it really helps you pay it forward, too.

Secondly, seek out mentors.

You can't have a hundred mentors. Right?

It should be very intentional.

But seek out mentors that -- that bring you thoughts, perspective, and experience that you don't already have.

So you get mentors who are -- who have really great, honest, candid conversations with you.

And really listen and take that information.

It's such a gift to then help guide you as you go through your career.

And, lastly, be brave. Right?

Be brave in the opportunities you put yourself out there for.

Be brave when you ask for feedback.

Be brave when you listen for that feedback -- and you put that into motion.

If you do those things, I -- I'm really confident that,  not only will you have a successful career, but you'll have an incredibly fulfilling one as well.