VIDEO TRANSCRIPT - Career Crossroads - PNC Leaders

*Corresponding transcript to the Career Crossroads video.*

​Below is the transcript to the PNC Flix video *Career Crossroads - PNC Leaders Offer Their Best Career Advice*.

-Don't be afraid to ask questions.

Don't be afraid to step outside of the box, be comfortable being uncomfortable, that's where you're truly growing as an individual, right?

The beauty of PNC is that we are a multi-pronged/faceted organization.

You have the opportunity to learn multiple lines of business or channels, right?

Don't be siloed into one.

Expand your knowledge because we all work together in some form or fashion to create the powerhouse organization that we are.

So continue to build your skill.

Everyone you interact with or meet within PNC, find out a little more about what they do and, you know, their background, and learn from everyone that you interact with within the organization.

But don't be afraid to reach out.

Don't be afraid to gain mentors within the organization.

It's truly, critically important that you have that mentorship and sponsorship to help support you and your growth and development within this organization.

-Do not be afraid to reach out and e-mail someone.

"Hey, do you have 15, 30 minutes to connect?"

Because I promise you, it may seem as though you're annoying someone by doing that, but similar to culture, I've never had an issue with someone not wanting to speak with me at PNC.

And I think that's a testament to the culture at the company as a whole.

So I would leverage your mentor as much as possible because they know your team or the people around you inside and out.

And so knowing everyone's personalities, knowing their work flows, their work schedules, things like that, do not be afraid to ask.

But when in doubt, you could also go to your manager as well.

So I had probably been at the company six months and we were coming up on the winter holidays.

And my boss reached out to me and said, hey, you know, I'm assuming you're taking the week between Christmas and New Year's off, like everybody does.

And I said, well, no, I'm actually not going to do that.

You know, I'm new, I only have so many vacation days, so I'll just probably work that week and be productive.

And she stopped me and said, "You know, Cat, it's really important to us that you take breaks, that you take care of yourself, because quality of life is one of our values."

And I remember being just stunned that, one, how the value found its way into daily conversation and, two, that they were really serious about quality of life.

So I have to say that was one of the things that struck me in my early days.

-Don't feel like every decision that you make is a make-or-break kind of thing.

Just literally do the best you can with the information you have in front of you, and it always works out.

It just may be at various forks in the road.

-What I would tell anyone is always take a seat at the table, regardless of what your role within a company is, whatever your position is, feel comfortable in taking a seat at the table, and that you belong there and that you have a voice and should be able to bring your voice up in any conversation.

-Always keep learning.

And I think that's something great for life.

Right? I mean, it's kind of like a shark.

If they stop swimming, they -- they die.

And intellectually, if we don't keep learning, we're not going to continue to kind of expand our mind and take the experiences, apply them into situations in the future.

-I think the biggest accelerant for careers are people who are constantly learning, constantly kind of pushing the boundaries on what they know versus what they don't know and really finding their way above and beyond -- doing what you're doing, that's table stakes, performing extremely well on the job that you're called to do it and being paid for, that has to happen, but then beyond that, what else are you learning?

How else are you pushing and stretching and growing and continually staying in that learning mode?

-It's your career.

Not my career, it's your career.

Right?

You need to own it, right?

We say luck is where hard work meets opportunity.

Without hard work and without you owning it, you're never going to be able to afford yourself the break that all of us had along the way.

-My early years in banking was one where I didn't feel that I -- where I had to really overcome this feeling of not belonging.

And in order to do that, I just pushed and always had to be the best, the most prepared analyst, to always have the work done, because I felt that that was going to be the only thing that differentiated me, because I didn't look like everybody else, I didn't have the same backgrounds that as everyone else.

And that was really -- it took a long time for me to really feel like I belonged in the environment that I was in and that I didn't need to overcompensate through the amount of hours I worked, or in the time I put in to the effort, and that I could just let my product shine and that I would be okay.

-You want people to want to work with you, which, by the way, is different than people just liking you because people could like you, but not necessarily think you do a great job or that you're adding value.

So it's not just enough to establish relationships and be known.

You also want to demonstrate competence.

You want people to, as they're thinking about adding to their team or they're thinking about a project or they're thinking about an opportunity, you want people to think of you based on the contribution you've made, the work you've done, and how valuable you are.