David Axelrod, Julia Burt, Jinging Ao

1. Mr. Schwarzman’s personality seems to have been molded by high school coach. Being self-critical is an important trait in order to succeed in track and have various benefits in the finance world. Schwarzman has taken the ‘do before you ask’ mentality to heart so much so that imposes it to all his new hires. Without this personality, it is unlikely that his employees would also subscribe to the intense work ethic needed in the finance industry.
2. We would look for a hard-working, analytical individual who has built their reputation on burning the midnight oil, not their parent’s money. If they have shown an appetite for calculated risk that is certainly a plus. We wouldn’t want a candidate that enjoys jumping out of planes as that may translate to outsized risk placed on the firm but we would consider a candidate who goes mountain biking on the weekends.
3. Ranked Intelligences

Ranked from best to least

* 1. Logical-mathematical Intel
  2. Spatial Intel
  3. Interpersonal Intel
  4. Intrapersonal Intel
  5. Linguistic Intel
  6. Bodily Kinesthetic Intel
  7. Naturalist Intel
  8. Musical Intel

In Investments, your moves should be calculated and executed in accordance with rigid processes. Logical/mathematical intelligence is just that. Spatial and inter personal skills are valued because they help the employee understand and communicate trends. The rest of the traits have less and less value in this particular industry

1. The one self-management trait that really sticks out as needed in the world of finance is the emotional self control. There will be times that an investment is down 10% in a day and the manager must have the emotional wherewithal to stick to his or her convictions and not panic. An achievement competency is also necessary as it helps the employee continue to learn and grow which, in turn, helps the firm.
2. Yes I feel that I could hack it at BlackRock. I believe that I have traits ranging from emotional self-control to logical intelligence. I always try to put in more effort to a particular situation than I expect to get out.