**Summer Workshop - Ask the Interns**

0:00  
And I'm going to begin by welcoming you to the 2025 Summer Workshop Ask the Interns panel.

0:08  
Thank you so much for joining us today.

0:10  
I'm delighted to introduce our moderator, Bill Harvey.

0:14  
Bill is a Director of Actuarial Product Development and a long time supporter and champion of the Pioneer program.

0:20  
He is committed to developing and welcoming emerging talent and Stage Sure has played, and at stage Sure has played the role of manager, mentor and personally for me, a sounding board and trusted source of guidance.

0:34  
Thank you Bill for giving your time to moderate today.

0:36  
Over to you for now.

0:38  
Thank you for the kind words Blythe.

0:40  
Welcome, y'all.

0:41  
So today's panel is going to be a unique opportunity to kind of flip the script a bit, right?

0:46  
So we as senior leaders are going to get to learn and listen from our next generation of talent.

0:52  
So our interns bring fresh perspectives, evolving values, and new ways of thinking about work, purpose and leadership.

1:01  
So this isn't about comparing our generations.

1:04  
It's about curiosity, connection, and understanding what's shaping the future of our workforce.

1:10  
So with that being said, let's lean in, ask thoughtful questions, and more importantly, listen with open minds.

1:17  
Like how are we structuring this?

1:19  
We have a lot of entrance this year.

1:21  
Yeah, we have a lot of interns this year.

1:22  
We're so we're so fortunate to have such a robust program.

1:26  
And because we have such a large and impressive class of interns, we're going to structure this panel by Capstone Project Group.

1:32  
I'll introduce the capstone group, ask each intern to share their name, location, and department, along with one fun fact about themselves.

1:39  
We're going to try to go quickly and then we'll ask that group to answer a few questions.

1:43  
We'll then move on to the next group.

1:45  
This is our way also of reminding all of you to get excited because the capstones are coming on July 30th and 31st.

1:52  
I think maybe 29th and 30th.

1:54  
It's on, it's on stage central.

1:57  
We hope that you'll come and join us for those capstones.

2:00  
You're very welcome to where the interns are going to speak on exciting topics, mentors, managers and guests.

2:06  
I want to ask that you please share any additional questions you might have during this event in the chat.

2:12  
You can also just share that you're having a great time in the chat.

2:15  
You can also just say hello in the chat.

2:17  
The chat is open and ready for business and we hope that you're in there having conversations and sharing your experience.

2:24  
We'll happily pivot if someone answers a great asks a great question there.

2:28  
I'll be keeping an eye on it.

2:30  
OK, Bill, let's begin.

2:31  
I have my little notes here with Capstone Group 1.

2:34  
So Capstone Group One, please introduce yourselves.

2:39  
And this is the group.

2:42  
When you do your capstone, you're going to be covering what kind of communication prevents burnout without creating more work.

2:47  
We're not going to talk about that today, but just to tease their capstone subject.

2:50  
And folks, let's hear from you.

2:52  
Please go around, introduce yourselves.

2:53  
We'll start with Bao.

2:59  
Hi.

3:00  
Yeah, I'm Bao.

3:02  
I am currently an intern in the design team in the software products department this summer, and I'm currently working in the Jersey City office.

3:13  
And I guess one fun fact by myself is I like playing guitar.

3:16  
Nice.

3:22  
I can call on folks from Capstone or you can just come off mute bell when I see you come off me.

3:26  
Go ahead.

3:26  
So I'm Bell when I'm also in the Jersey City office.

3:29  
I'm a software engineering intern on the UPS team.

3:32  
And a fun fact about me is I've been getting into boxing lately.

3:36  
So yeah, my name is Maggie and I am an intern in the home services team.

3:45  
And I think the fun fact about me is that I am a big fan of white chocolate and I'm in the Mountain View office.

3:56  
Thanks, Maggie.

4:00  
Hi, I'm Keelan.

4:02  
I'm in the Cincinnati office as a market strategy intern.

4:06  
And a fun fact about me is that I ran cross country and track for eight years.

4:12  
Hi, my name is Chris.

4:13  
I am also in the Cincinnati office as a digital marketing intern on the digital team.

4:18  
And one fun fact about me is I have matching tattoos with both of my parents.

4:24  
That's so sweet.

4:25  
I love that.

4:26  
Thank you, Chris.

4:28  
I think we have Ella.

4:32  
She is out of office today.

4:34  
Oh, she is OK, I apologize.

4:36  
So then that great we can get straight into the questions and we'll miss Ella, but Bill all right, so Blythe just confirming that it is the 30th and the 31st.

4:46  
Thank you very much projects.

4:48  
That's what I had written and then I didn't believe myself.

4:49  
It's it's it's funny, but please take it away with our wonderful questions and thanks for confirming.

4:55  
Will do will do all right, so Group One.

5:00  
The first question is what motivates you in your work and in your studies and anyone is feel free to answer.

5:13  
I guess I could start.

5:15  
So for me personally, I've come from an immigrant family, so watching my dad put in the hours and basically come from nothing and create better opportunities for me, it really motivates me to be a better person and work hard.

5:27  
So that's for me personally.

5:29  
Yeah.

5:34  
I can't go next.

5:35  
I think for me, since I've always been involved in like art and the design field, knowing my academic goal in the future, like really motivates me to take on the classes that will help me and also like do real world opportunity like doing internships or like nonprofit organization work.

6:01  
I think for me it's like trying to find something that like I enjoy because like just trying a lot of different things because like one thing for me is like, I really want to make a career that I like.

6:13  
It's something that I love and like I'm truly passionate about.

6:16  
So like, even if it's not something that I'm the best at right away, like just being able to grow and watch myself overtime progress towards something that I've been looking forward to is something that I think motivates me.

6:27  
And I think for me, something that I really value is helping others.

6:31  
And so just finding some sort of aspect of my job or my studies that focuses on making other people's lives easier is something that really motivates me in my work.

6:43  
Awesome.

6:45  
So how do you all like to learn new skills?

6:47  
Do you like to learn formally, informally?

6:55  
For me, I learned a lot from just asking questions about things I'm curious about and reaching out to people.

7:02  
A lot of people, they're willing to help, but you need them like they need you to reach out to to them.

7:08  
So that's why I do and I'm just learning a lot from from everyone.

7:14  
Yeah, it seemed for me, I like asking a lot of questions and for me, I also like using ChatGPT to learn.

7:20  
I feel like it's very good at teaching me.

7:22  
And yeah, yeah, for me, I also like to ask a lot of questions and just like gain like some basic knowledge through like Googling or like YouTube.

7:34  
And then I also really like to do hands on projects.

7:40  
I definitely agree with that.

7:42  
I was going to say I really learned best by like experiencing hands on and just practicing until I learned the information.

7:51  
Yeah, that's exactly what I was going to say, is learning by example and then asking questions or needing clarification.

7:58  
Awesome.

7:59  
Yeah.

7:59  
It's great that we have so many curious interns here.

8:03  
All right, final question for Group One.

8:06  
What do you think the workplace will look like in 10 years?

8:16  
I think in 10 years, a lot will change.

8:18  
I think there will be a lot more AI tools that we would be using and just make it a lot more efficient workplace in general.

8:27  
That's what I think.

8:31  
I think for me, like a continued emphasis on technology, like especially in my field of marketing, I feel like that's something that in recent years has been leaned on and I definitely think will be continue to be leaned upon.

8:42  
I also think AI is something that's going to be pretty present in the workplace.

8:47  
Like I think it may present challenges here and there as we like learn to use it, but ultimately I think it will be something that will be used to help the workplace more productive.

8:55  
I definitely agree with that.

8:56  
And then also I'd like to add, I think it's the workplace and like the environment will definitely be more flexible.

9:02  
I feel like there's a growing focus on work life balance.

9:05  
And so I think that that's something that people will be focusing on in the future as well.

9:11  
Yeah.

9:11  
I also think like more AI tools with the rising of AI tools and more like innovative things that say sure will definitely like change.

9:20  
It's like trends based on like what is like going on.

9:27  
Yeah, I think, yeah, sorry, go ahead.

9:32  
Yeah.

9:32  
I think like the level of ownership for each person within the company will just be more because like we're just going up into terms of like levels of abstraction and the amount of knowledge required to do things.

9:46  
So, yeah, awesome, great answers, y'all.

9:51  
All right, so we're going to move on to Capstone Group 2.

9:55  
The topic for Capstone Group 2 that they're answering this summer is how should great companies create career pathways that actually keep people?

10:05  
Maybe I could have added a few more KS and C sounds into that question.

10:14  
It was perfect.

10:15  
So folks, you can introduce yourselves really quick.

10:17  
Again, just go around in your own time.

10:21  
Hi, my name is Mukhtar.

10:24  
I'm I'm an intern with the carrier OPS team based in Jersey City.

10:31  
And a fun fact about me is that I also ran cross country and track my high school, my high school, my high school senior year.

10:43  
Hi, my name's Peter.

10:45  
I'm interning here at the Chicago office for the claims team.

10:49  
And one fun fact about me is that I'm an ambidextrous interesting.

11:01  
My name is Ella.

11:02  
I work out of the Tallahassee office in the claims department and fun fact about me is I also work at First Watch.

11:19  
I'm Logan and I am an actuarial intern in the Cheshire office.

11:23  
And a fun fact about me is that when I was 12, my Little League team won the city championship.

11:31  
Hi everyone, I'm Brandon Thompson.

11:33  
I'm also an actuarial intern in the Cheshire office in Connecticut.

11:37  
And fun fact about me is that I love to play golf, although I'm not very good.

11:44  
Hey everyone, I'm also from group 2.

11:45  
My name is Tarika.

11:46  
I am also an actual Internet coming like from the Cheshire office.

11:50  
A fun fact about me is that I trained as a professional dancer for over 12 years and did some shows.

11:56  
Awesome, awesome.

12:00  
Thanks y'all.

12:02  
All right, so the questions that we have for Group 2, so the first one we have is what event or experience has shaped who you are as a person?

12:13  
Yeah, so I can start on this one.

12:17  
One specific event for me, it's a bit gloomy, but a few years back I got in a bad car accident where I was hit by somebody head on and unfortunately they were drinking and driving.

12:30  
So I feel like ever since that moment, I kind of just, I don't take anything for granted.

12:35  
And I realize like how grateful I am like for everything that I have.

12:41  
So I feel like ever since that event, like I just have a whole different perspective on on life in general and just to live every day in the fullest.

12:53  
I think for me, I've had a pretty strong, empowering experience.

12:59  
During my freshman year, I served on University Council, which is a deliberative forum at my university that introduces administrators, faculty, and students together to discuss important issues.

13:11  
And in that experience, I really learned that there's a lot of emphasis on taking initiative, that regardless of whatever name is next to your whatever title is next to your name, you can always effect change.

13:26  
And that even in a room amongst administrators, faculty like people much more senior than me, I still have the capacity to provide my own insight and to create my own, my own change.

13:45  
Awesome.

13:46  
Yeah.

13:47  
Thank y'all.

13:48  
All right, next question.

13:51  
If there is one skill you think ever every leader should have, what do you think it should be and how should they be developing it?

14:01  
I'd say as a leader, every leader should be able to connect strongly with their subordinates.

14:09  
Because in our projects researching how to like keep employees and companies, one of the main reasons we see people leave their companies is because they complain about their managers.

14:21  
So I feel like if in this day and age where mental health is more important, it's, it should be managers should be more understanding of like when you know their employees are going through a rough time and maybe they're not as productive as they usually are.

14:37  
And obviously still establish A hierarchy because you're the manager, but just be more understanding and be nicer to to people just because you don't, You never know what people are going through.

14:50  
I completely agree with you, Peter.

14:51  
And a follow up to that would be I believe leaders and going forward generations should develop emotional intelligence.

15:00  
In a time where teams are way more diverse, remote and change driven than ever.

15:06  
The ability to lead with empathy and actively listening and respond thoughtfully is what's what will set about the difference between managers and great leaders.

15:17  
It will, it will what makes the other team members would want to follow them and see their visions and support working towards them.

15:24  
It not only fosters trust, but also drives better collaboration and retention, which in the end is always going to deliver great efficient workforce and we all love that.

15:39  
Thanks, Baraka.

15:42  
All right.

15:43  
Last question for Group 2.

15:45  
If you could redesign 1 aspect of the traditional workplace, what would it be?

15:51  
I can answer this one.

15:52  
I think for me, it would be prioritizing results and goals over the hours logged.

15:58  
And I think that's something that's already kind of changing with having remote and hybrid positions and having collaboration areas and being able to focus on the more important angles then from working 9:00 to 5:00 South.

16:15  
Yeah, that's it for me.

16:19  
I actually had a very similar answer to Ella on this question.

16:24  
For me, I think that maybe structuring your employees weeks by work amount and not necessarily time would be something that you do sit down on Monday with your manager and be like, for this week your expectations are to do XY and Z.

16:40  
And then if you complete XY and Z and it's Friday at 11:00, you can get the rest of the time to yourself.

16:47  
And I think that would help motivate employees a lot.

16:53  
Mine's is similar to both of them, except I guess slightly less freedom.

16:58  
But I have a lot of friends who are trying to get to medical school.

17:02  
And I'd say one of the things that they're most excited about is being able to work, let's say like three days a week.

17:08  
And maybe it'd be like 12 hour shifts, 13 hour shifts, which are longer, but then you're looking forward to a four day weekend.

17:15  
And I feel like that type of flexibility is something that could possibly improve productivity because yeah, you might be grinding it out for let's say four day of like 4 day week.

17:27  
But at the end of the day, you're going to have, you're also looking forward to a three day weekend.

17:31  
So to a lot of people that might be beneficial to them in terms of productivity and just having a reduced amount of like mental health struggle.

17:47  
Awesome, Peter, thank you so much and thank you Group 2.

17:52  
All right, now we're going to move on to capstone groups 3:00 and 4:00.

17:57  
So both groups three and four are planning to present on the same topic.

18:03  
How should insurance companies integrate AI without losing the human element?

18:08  
So group three, if you wouldn't mind introducing yourselves, I can start.

18:16  
My name is Cooper.

18:17  
I'm intern here at the Karma Group for the Karma Group.

18:21  
And a fun fact is that last night I spent most of my night building on a dashboard tracking U.S.

18:29  
debt and related metrics.

18:34  
My name is true.

18:35  
I'm a data science intern at the Jersey City office.

18:38  
And a fun fact about me is that I'm right-handed and left footed.

18:44  
Greetings.

18:44  
My name is Genesis Robinson and I'm an intern out of the Tallahassee office doing a program operations intern.

18:52  
And my fun fact about me is I love to bake.

18:58  
Hi, my name is Nathan Breton.

19:00  
I am an actuarial intern for the actuarial product development department in the Cheshire office.

19:10  
And my fun fact is I recently got a kalimba, which is like an African finger piano, and I'm learning to play that.

19:19  
I'll go next.

19:21  
My name is Nick Hotellen.

19:22  
I am an actuarial intern here at the Cheshire office.

19:26  
And for my fun fact, we'll go with I work part time during the school year for the Penn State Financial Literacy Center.

19:42  
All right, Group 3, first of your questions.

19:47  
What motivates you to go above and beyond in your work?

19:55  
I can answer for me.

19:58  
There's sort of three parts to it for me.

20:00  
First curiosity, I'd like learning how things work so if I do better work, I can learn more from it.

20:07  
Second is problem solving.

20:08  
I like solving problems and that just sort of motivates me to do the work and.

20:14  
There's also pride.

20:16  
Yeah, I I take pride in my work, so the better quality my work is, the better I feel about it.

20:28  
For me, what motivates me to go above and beyond in my work is the opportunity to learn new skills and grow.

20:35  
I'm driven off of making a positive impact, whether it's personal or for a good greater solving real work, real world problems.

20:43  
So knowing that my work makes a positive impact in some type of way, just very it motivates me to continue on.

20:55  
My answer is pretty similar to there's.

20:57  
I like working on things where I'm having a positive impact and a high level impact, like my project at station right now where I'm improving the quote system as well as problem solving, solving, working through problems.

21:13  
And then when you finally figure out what's going wrong, it feels really good.

21:16  
And that's what pushes me.

21:20  
For me, I think most of the factors driving me to do good work and adhere to my goals are goal oriented rooted and goal oriented work ethics.

21:30  
I guess.

21:30  
Like I, I think that I really believe that holding and hearing to a goal oriented mindset and everything in life is, can be extremely beneficial.

21:38  
I think that like you're more likely to, to achieve good outcomes if you adhere to the plan you do ahead of time.

21:43  
And I think most of the things I set out for myself, I plan to complete.

21:49  
And so it's just adhering to the goals I have for myself.

21:55  
Excellent.

21:56  
So Group 3, what are you looking for in a first time job just beyond just the salary?

22:04  
I can go here for this one.

22:06  
I think the biggest thing for me that I noted was good mentorship and a first job just because in that first role, you might not know all about the industry or what it's like to be a professional.

22:17  
So having a good mentor in that first role is really, really helpful and something that I was really looking for and will be, I can add on to that a little college, especially for actuaries, you're typically taught like a lot of the more theoretical and like groundwork stuff.

22:35  
Whereas like especially in the first time job, what I'm looking for is being able to learn the application of that and being able to actually practice what an actuary does more concretely than what we're taught in college.

22:54  
Yeah, I completely agree with that.

22:55  
I think having a workplace with mentorship is very important.

23:00  
It, it, it allows you to be able to grow whenever, whenever you need to ask for help, you can ask for help and it's needed so you can produce the best work that you can.

23:10  
My goal is to work around like experienced professionals that will allow me to like network and ask the questions and so I can really grow within that.

23:17  
I think Sage sure is really, really the place for that.

23:20  
Honestly, it's all about innovation and you can always ask a question here and people are always so open to help.

23:27  
So that's something that I love personally before accepting the offer here at stage, sure.

23:33  
The essentially the only thing I was looking for in the first time job was I'd actually be learning and I'd have a chance to do real work instead of just putting in grunt hours.

23:41  
I think the interns normally bringing utility in sort of AJ curve fashion at first they're more costly to the company and then they kind of excel into being useful and it's kind of an investment for the organization.

23:54  
I think the fastest way to fast track that process of coming out of the J curve is to join a small team, if possible, and throw yourself in the deep end with real work and leverage tools.

24:06  
Be resourceful and climb your way up through that J curve.

24:11  
Yeah, for me, I think mentorship and as well as exposure to high level problems where, you know, my work's really making an impact and the work that I'm doing is, you know, seeing like people, people know what I'm doing and more Adding on to the mentorship part of my mentor, someone that isn't just giving me performance really feedback, but also helping me grow as a professional and technically and professionally as well.

24:42  
All great answers, all great answers.

24:43  
Got to love all the mentors that we have here at Future, right.

24:48  
All right, final question for Group 3.

24:50  
How do you stay informed and inspired?

24:53  
So news, the podcasts or any online creators I can start.

25:04  
Oh, go ahead, go ahead, go ahead.

25:06  
So I'm subscribed to a newsletter called TLDR.

25:09  
So every morning I get news related to AI or what honestly, I could pick whatever I want.

25:16  
So I have AI related stuff, data, big data.

25:19  
I just read through those.

25:21  
It's like a, it's a TLDR of those articles and if, if you are interested in them, you could click on it and read it.

25:27  
So that's, that's how I get most of my information.

25:29  
Stay up to date.

25:32  
Personally, I, the main resources I use, I, I read a ton of books.

25:37  
I also watch a lot of podcasts.

25:40  
I read a few different sources of news, but like in the morning every day on my way to work just to stay informed with current events.

25:49  
I, I think that I'm not sure how much that all that really has to do with the current work that I like I I do at karma, but I think it's extremely important to just be forever, forever hungry for knowledge.

26:00  
And also just reading is a good pastime.

26:06  
Yeah, same for me.

26:08  
I also do love to read.

26:10  
I stay, I I do like OK, I learned the news by sometimes watching the news.

26:16  
And sometimes I also go on TikTok.

26:18  
TikTok can also be a very reliable source from people who are experiencing things like real time.

26:24  
I feel like sometimes the news is kind of censored sometimes.

26:27  
And so for like one of my, my goals is to become a lawyer.

26:31  
And so off of TikTok, I found this creator and she's actually a pre law student who created like this discord community for like future female lawyers.

26:40  
And so where you can like you can connect and like you can study the LSAT together.

26:45  
And so she's just been collaborating with that.

26:49  
And so I feel like that's just an amazing resource.

26:53  
I'd say outside of just looking at a like news articles and other things like that, there's some like online actuarial forums, so keep in touch with and there's also the actuarial review which I'll read whenever it comes out.

27:14  
Yeah, I can also answer here.

27:16  
In terms of like staying informed, as bad as it sounds, definitely a lot of social media as I'd say it's a good news source for me, at least a frequent news source.

27:26  
And then in terms of staying inspired, I would say looking at like different actuarial news postings and like socials there.

27:35  
Like for instance, I look at the actuarial Reddit sometimes for like people who are in my same situation with the exams.

27:41  
And seeing that I'm not alone in that process or where I am is pretty encouraging.

27:46  
All right, awesome.

27:54  
Thanks Nick for that.

27:57  
Now our last group is Group 4, again, same topic as Group 3 members of Group 4, if you wouldn't mind introducing yourselves.

28:08  
Cool.

28:08  
Hi everybody.

28:09  
My name is Rafael.

28:10  
I'm in the Mountain View office.

28:11  
I'm a software intern on the portfolio manager team.

28:15  
And fun fact about me is that I'm one of the captains of Harvard's men swimming and diving team and I'm a diver.

28:22  
So hi, my name is Chanel.

28:30  
I'm currently interning in the corporate finance department and I work out of the Jersey City office.

28:36  
My fun fact is I also ran track in high school, but I'm like trying to learn tennis right now, so it's a little bit different.

28:46  
Hi, I'm Pari.

28:47  
I'm also an intern at the Jersey City office.

28:50  
I'm a part of the People's Strategy and Operations team.

28:53  
And a fun fact about me is I have a pet bird named Kiwi I I'm Yash from the Jersey City office.

29:03  
I'm an intern in the Carrier OPS team in the portfolio projection department.

29:08  
Fun fact about me, I love math and poker.

29:15  
Hi everyone, My name is Rohit and I'm also at the Jersey City office with the Carrier OPS team.

29:23  
And a fun fact about me is that I love to play my guitar.

29:34  
Right, Thank you Group 4.

29:36  
All right now for your first question, how do you define success in your career right now?

29:46  
Right now in my career, gaining as much knowledge as possible than doing redundant tasks.

29:54  
This success to me, I think personally, I, I'm very aware that like the world is our oyster at this age.

30:04  
And So what I'm looking for is actually just what brings us the most joy and what feels the most fulfilling right now.

30:11  
And I'm definitely feeling that here.

30:13  
So it's been great.

30:16  
I think for me is that I never want to become stagnant in my role.

30:19  
I always want to be like growing and learning new things and I always want to be working and exceeding expectations.

30:29  
I think right now, like Yash said, I define success as learning as much as I can.

30:34  
I think I learn a lot of different fields in my department right now.

30:38  
So I think learning how all these different functions work together and adding value to my team, I think I find that successful, especially if I come out everyday knowing I learned something new and I know more than the day before.

30:51  
So for me personally, it's getting anything from point A to point BI think I'm at a point, uh, wherein everything is new.

31:05  
I can experiment with stuff and anything that improves efficiency or, umm, you know, that makes, uh, life in the team easier.

31:18  
Uh is success for me at this one.

31:25  
Thank you, Group 4.

31:27  
Love the growth mindset here.

31:28  
Love it.

31:29  
All right, next question.

31:31  
What kind of impact do you hope to make in your career?

31:38  
I think I just always seek to work on cutting edge stuff.

31:43  
I like to find solutions that people don't initially think about at 1st.

31:49  
And yeah, I've been doing a lot of fulfilling work with AI this summer and it's been super interesting to think about where things are going in the future.

31:59  
And I think within my career, I'm looking to be very future oriented and think of think ahead.

32:08  
I agree with Rob.

32:09  
I think with AI, the very generic bottom line answer is so prevalent now.

32:15  
So I really want to be known as someone that's like having strategic, unique, actionable ideas and bring that into the world the long term.

32:30  
So I want to create create a legacy of mine.

32:35  
People should know me by my work, something unique, something I've done.

32:40  
That's it.

32:43  
The I'm sorry, sorry, OK.

32:47  
For me, the kind of impact I want to make is hopefully a good one.

32:51  
I want to bring integrity and empathy into my work.

32:56  
I think where I come from, I always understood the value of stability, interest.

33:01  
So I think with accounting, I just want to be someone that doesn't just stay compliant, but kind of really understands the big picture and uses it to teach people the same thing and and I'll make it make it possible for them to make better in human decisions in well informed.

33:23  
So the impact that I hope to make and I am striving forward every day is that I want to be valuable and resourceful, whether it's discussing something in your personal life or it's, you know, something important at your work.

33:41  
I want to be valuable and resourceful to whoever that is and be a reliable person to look forward to.

33:56  
Awesome.

33:57  
Last question.

33:58  
So this question, we're opening up to the group at large.

34:01  
So guests, please type your answers in the chat.

34:05  
We want to hear from everybody and Group 4 can answer on the phone, but what's 1 workplace trend you think is either underrated or overhyped?

34:20  
I think an underrated work trend are ER, GS, especially in this time when like DIA is under attack.

34:28  
I'm honestly blown away by Sage Sure's steadfast initiative to make sure everybody feels included in seen.

34:35  
And those communities have really seemed to be a really safe space and uplifting spaces for everybody.

34:41  
So yeah, I think those need to get more popular.

34:47  
I also, I just want to say I'm very supportive of that.

34:50  
Sorry to interrupt Pari.

34:51  
I just want to thank Rafael for for shouting out the ergs.

34:54  
And I did not ask him to say that for the record, No worries.

34:58  
I was also going to agree with rap that's I really do appreciate state sure's just commitment to making it culturally aware workforce.

35:08  
But I also think the impact of burnout is something that's really underrated in the workforce as a student and in college, I think I experienced them more in the academic sphere.

35:18  
But I think seeing people experience it in the workforce, it's kind of scary when you're coming in as a new adult.

35:26  
But I think that company should really address and focus on that as well.

35:35  
Open door coffee, chat with anyone in the company.

35:39  
So this is under rated and many people should talk to people from various departments.

35:46  
Get to know you might find your new hobby.

35:49  
Yeah, I second to what you said.

35:55  
I, I, and adding to that, I feel sometimes online meetings a bit, you know, underwhelming.

36:02  
So because I work with the, with the carrier OPS team in person, it's a different experience every time.

36:10  
And if I have a question, I just directly ask my manager, OK, this is the stuff and he'll just answer it right away.

36:18  
So it's not just that, but talking to someone who's not from the carrier OPS team, but from other team in the in the same office, in JC office.

36:27  
It's fun getting to know their side of work and you might pick up some inspiration for your own work in that way.

36:38  
Yeah.

36:38  
I also wanted to shout out the Ergs.

36:41  
Not sponsored, but I, I, I really appreciate the inclusivity that they bring.

36:47  
I think it's, there's one for almost, not almost all of them, but for most, most groups.

36:52  
And I think it really makes everything a safe workplace for everyone to feel, I guess, empowered.

36:58  
So I think those and then also the I know we have weekly summer workshops.

37:03  
I think they're very informative and educational for the intern class, Well, for me at least.

37:09  
But yeah, awesome.

37:15  
Thank you.

37:15  
Group form.

37:16  
So we actually have a couple more questions in the chat for you all.

37:20  
So from KP, how do you want to see company culture reflected in everyday tasks?

37:37  
Bill, is this just for Group 4 or can this be for any this could be this could be for any interns.

37:42  
Sorry, I should have clarified that.

37:45  
I'll, I'll answer that one.

37:47  
I really think that the the value that we are fountains is important to incorporate to your everyday work.

37:53  
I just find that being around people who are trying to help others and just generally have a happy personality makes me happier, makes me more efficient, makes me excited to come to work.

38:07  
So I think that's an important way to incorporate the company values into everyday actions.

38:17  
I'd say I, I agree with that.

38:19  
I would say a positive work environment by having, you know, a great manager that's able to communicate every like a great team environment that's just willing to work with each other, always willing to help, always having the resources, even when it's comes to like mental health, when you need that time off, just knowing that you can go to your manager to talk to them about anything.

38:41  
I think that's what make a good company environment.

38:50  
Thank you, Genesis.

38:52  
All right.

38:52  
Our next question comes from Sean.

38:55  
I hope I'm pronouncing that correctly, but what has been your biggest challenge so far and how did you overcome it?

39:09  
I think for me, the biggest challenge, especially when approaching my intern project was just understanding all the terminology and all the processes because like, like I alluded to earlier, like college teaches you a lot more of the, the like theoretical and like the foundational knowledge for as like here, I'm working with more like applied things and the.

39:39  
Yeah, just being thrown into a situation that like, I didn't even realize what I was doing existed before I came here.

39:48  
But like, I overcame it just by asking my manager questions.

39:52  
Yeah.

39:53  
And asking like and others questions.

39:58  
And yeah, that's largely how I came about that.

40:05  
I would second with Nathan on that because coming in here, we have a lot of theoretical knowledge and we come in here, there's so much lingo, there's so much terminology which we do not have an exact understanding of.

40:22  
Even in college books or whatever we study so far as well as there are so so many in house tools and softwares and process ecosystems that you can only get to know once you get on the job.

40:34  
So navigating my way throughout it is more challenging than the work itself because once you understand the ecosystem, the work just flows and that.

40:45  
And the way I will comment is that I spam my manager with questions every week non-stop.

40:52  
Any answers.

40:52  
So thank you for that.

40:56  
Thank you, Perica.

40:56  
We actually have a lot of great questions in the chat, a lot of great involvement.

41:00  
So I'm going to continue through them.

41:02  
Another one that Sean has asked is what part of your work makes you feel most energized?

41:09  
Conversely, what what drains you?

41:16  
I'd say one of the most energizing parts of the work I do is solving the problems that I find cause for me.

41:24  
Like I would like look at data, there's like some discrepancies between like 2 pieces of data.

41:29  
And then once I find out the cause of it, it's a very satisfying feeling to let other people know that that's what I found.

41:37  
And then for the draining parts of work is like probably like busy work, like, yeah, you might, you might be on your brain might be on autopilot doing the work.

41:49  
So it's not considered like hard, but at the end of the day, so like busy work that you might not want to do as much after like 30 minutes of it.

41:56  
So that's how it is for me.

42:01  
I think for me, I feel most energized when I'm working on something that requires problem solving or analysis, especially if I feel like I can connect the dots between different reports or different aspects of what I've learned.

42:15  
I like taking ownership of what I'm doing and then knowing how to help the team.

42:20  
But on the flip side, I feel drained when I do these repetitive tasks that without really understanding their purpose.

42:28  
But I've learned that asking a lot of questions and I guess bothering everyone I know to help me understand has gave me as Davos has more meaning.

42:38  
Yeah, thank you Chanel.

42:42  
Next question comes from KT.

42:45  
What is the biggest thing you'll be looking for when it comes time to fold?

42:49  
Sorry.

42:49  
When it comes to full time role post graduation, I can answer this question.

42:58  
I think it's definitely going to be a really big change coming from a college campus.

43:02  
But it'll definitely be interesting because college has its own platform that it provides for you with so many different resources.

43:10  
And I'm excited to see whichever direction it goes afterwards, how I can find a different platform to make change, to advocate for what I believe in and meet awesome new people.

43:21  
So I guess I'm just looking for great vibes in somewhere that I really feel like I fit and and can make the changes I want to see in the world.

43:40  
So Sean has one more question.

43:43  
If you could design your own role in the future, what would it look like?

43:58  
I think I can take a, a crack at, at answering that.

44:01  
I think for me, if I could design my own role, you know, maybe, maybe I don't have that much experience to, to know what sort of responsibilities I would have.

44:10  
But if I could have an aspiration in terms of the work that I'd be doing, I think I would want to work in mentoring and supporting emerging leaders.

44:20  
I really think that in my experience, my mentors and my managers have done a lot in empowering me and making me feel attached to the work that I'm doing, even if on the surface, even if on the surface it might sound dull or boring.

44:35  
Just having them be there for me and give me greater insight into how the work that I'm doing right now cascades into affecting our policy holders, into affecting the company at large, that gives me a greater sense of importance.

44:49  
And I think I would want to show that same level of care in whatever role I have in the future.

44:58  
Thank you, Mukhtar, anyone else for this question?

45:03  
All right, if not, our next question comes from Sherry.

45:15  
So, thinking of Corrections a manager needs to make with team members, what corrections would you consider effective and what would you consider demotivating?

45:41  
A little, oh, sorry, go ahead.

45:43  
No, no, you can go OK.

45:46  
For me, I'd say that it may not necessarily be a particular correction that may be motivating versus demoralizing, but in general, like more how the correction is made.

46:00  
If you have a manager who is not very flexible and wants things done exactly a particular way and the employee just doesn't fit that cookie cutter mold that the manager is trying to fit them into, that's going to be very demoralizing.

46:17  
But if the manager approaches that more from a sense of OK, you're here, I need you here, how can I help you to get you here or how can I make your work arrangement flexible and what you need in order to perform at this level, I think that's more motivating for the employees.

46:50  
I can add really quickly, I think empathy is also a really important aspect of this, to have a manager that puts themselves in your shoes, for example, right now we're pretty young and and we're still learning.

47:03  
And so somebody that knows when it's appropriate to provide some tough love, but also be uplifting and and nurturing.

47:11  
Yeah.

47:18  
Thank you, Rob.

47:19  
All right, we have a couple more questions and then we will be at time.

47:25  
So our next one comes from Jason.

47:28  
What is the biggest take away from this experience that you think will shape your future career goals or how you approach work in the future?

47:41  
I'd say one thing for me is that I, at first I was, I thought I was expected to know a little bit about the insurance industry and the reality of the situation was that I didn't, I, I didn't know like very simple terms like probably like what an indemnity was.

47:58  
So I, I, I came in here not only a single thing about insurance, but now moving forward, whatever industry I might work in in future, I can come in confidently and know that if the company has good mentors, they'll ease me into whatever industry that I'm working in.

48:17  
And I don't have to stress about, you know, what kind of just like simple terminology and stuff like that that I need to learn in that industry.

48:27  
Yeah, I also agree.

48:28  
I wanna say my biggest take away is just how valuable it is to work with a very supportive and commutative team.

48:36  
I think communication is really important.

48:38  
So I think the people that you're with, like the environment that you're in is as important as the work that you do.

48:44  
And again, I think it's very important to ask a lot of questions and feel uncomfortable to ask questions and be adaptable and have an open mind.

48:53  
I think now I can say I'm experiencing insurance, which when I didn't really know much before.

48:58  
So now that I went in with an open mind, I can say that, you know, I'm working with all these different industries.

49:04  
I can say that I've learned a lot.

49:06  
So yeah.

49:19  
Anyone else before we we talk about the last or before I ask the last question?

49:26  
Yeah, for me it's I guess starting off the work is very complex environments, software environments I've never seen before.

49:36  
And it's I guess moving past the imposter syndrome of thinking I don't belong or thinking I'm going to fail at this and moving into a place where I get comfortable asking questions, but using resources that I have available to me and then relying on managers, team members, and so on to help me perform the task.

49:58  
And then now weeks later after seeing those tasks complete, it's really being uncomfortable on the team and being able knowing I could rely on people who are above me and and work on my team.

50:16  
Thank you, Shaylynn.

50:18  
Hope I pronounced that correctly.

50:20  
Yep, thank you.

50:21  
All right, All right.

50:22  
Last question comes from Kaylee.

50:24  
If you weren't here right now, what would you be doing in a perfect world, what would you be doing that gives you the most fulfillment or joy?

50:40  
I think for me, if I wasn't here or I guess preferably I'd be in like another, I would have found another actuarial internship.

50:53  
But if I wasn't in the actuarial profession, I'd probably do something like sports journalism, working with like sports statistics or maybe even working as like a handyman or like a like a trades person or something like that.

51:16  
I, I could also take this, I think if I wasn't in the actuarial profession as a whole, I would probably be in something medical, either a sports medicine doctor or a pediatric allergist.

51:35  
Bouncing off of that, if I was not in the actuarial profession and money was not a limiting factor, I would probably spend the summer with a few of my teammates training at altitude, running 90 miles a week and just getting ready for this cross country season.

51:59  
If I wasn't here right now, at this very moment, I would probably be in Colorado in the mountains.

52:09  
I used to do a summer camp there where I would like mentor kids, just working really close with them up in the mountains, being disconnected from the world basically, and just trying to reconnect with yourself.

52:23  
I think that was a very lovely experience, to be honest.

52:28  
But yeah, for me, if I was in here, I guess I would be brewing coffee with my sister at her coffee shop, serving customers and drinking espresso shorts every hour.

52:53  
I guess that's probably that I would be doing if not here, right.

53:00  
So you'll see it all the time.

53:04  
In a perfect world, I'd be on Broadway singing and dancing.

53:09  
I I'm on a dance team at school.

53:12  
I love making art.

53:13  
So that's where I would be, but I'm also just as happy here and I can also do things on the side.

53:20  
So it's a win, win.

53:30  
Awesome.

53:31  
Thanks everyone for your answers.

53:32  
There's been a lot of great ones.

53:38  
OK, thank you to our audience, thank you to our interns.

53:42  
Thank you, Bell.

53:43  
Thank you all for being part of this conversation today.

53:46  
Our interns, everyone, your honesty, your insights, your perspectives are incredibly valuable to us, and we're really grateful that you shared them with us today.

53:55  
To our leaders who joined the call, thank you for showing up with curiosity and with openness.

54:00  
Today was a reminder that learning goes both ways.

54:03  
I definitely learned a lot, and that the future of work is something we shape together.

54:07  
So let's carry these insights forward, not just as ideas, but as actions that help us grow stronger, more inclusive, and more connected as a workplace.

54:15  
Thank you all for attending.

54:17  
Have a really wonderful day.

54:20  
Nice work everybody.

54:22  
Thanks all.

54:22  
Thank you.