

Character Determines Destiny

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Executive Summary

This report is made for the students and faculty of Texas State University to demonstrate our research in our own personal character qualities, as well as our career path and how best to pursue it. The use of these qualities reveals that it is essential to succeeding in the business world. This report helps us discover our knowledge and skills that can be used effectively in our day to day lives. This includes before and after our dream job is attained. Moreover, this project gives us the opportunity to better prepare ourselves to stand out when selling ourselves to future employers.

Nathan Herron is a senior at Texas State University and will be graduating in May of 2011. He plans to use his degree in marketing to work for a large advertizing and marketing research service company. Nathan's major character qualities include honesty, integrity, and leadership. These qualities, as well as many others, are going to help him jumpstart a successful career and allow him to achieve his personal goals.

Jacob Hollowell is currently enrolled at Texas State University, and is finishing up his senior year there. He will be graduating in December 2011 with a degree in business marketing, and then will apply for a graduate program in music business at Belmont University of Nashville, Tennessee. Jacob's character qualities that define him by his loved ones and employers are Initiative, reliability, and dedication. He displays these values everyday in his current job and school, and will in his future career in music or whatever path he chooses.

Stephen Nichols is currently a junior at Texas State University, and plans to graduate in the Fall of 2013 with a Masters of Accountancy. Upon graduation Stephen plans to be a Storekeeper, accountant, for the Coast Guard, and he will be successful in his career because of his character qualities, which include being well mannered, being honest, and being sincere among other things. These qualities have been displayed through his actions in his everyday course of life as stated by his parents and former employer, which Stephen interviewed on August 31, 2010.

Brittany Pintor is currently a senior at Texas State University and will be graduating in May 2011 with a Bachelor of Business Administration in Marketing. After graduation Brittany plans to attend graduate school at the University of Texas at Dallas. Brittany's character strengths are as followed: determination, integrity, loyalty, initiative, and organization. Brittany's dream job is to work for Neiman Marcus in their finance department.

Finally, this report has been a rewarding experience. This report helped Nathan Herron, Jacob Hollowell, Stephen Nichols, and Brittany Pintor identify their character strengths and discover the job of their dreams. With the research we have done we all feel better prepared for the working world. It has helped us discover certain qualities we never thought were so practical. We each learned about our specific traits and will use this research to help us prepare for the real world, set goals, and stand out amongst the rest to employers.

Introduction

Authorization and Problem

This report, which was authorized by Dr. Chiodo and Mrs. Yule of the Marketing Department at Texas State University, recognizes and addresses the problems many students face; trying to obtain the job of their dreams after graduating. Most graduating students know they want to start a career, but are at a lost on where and how to begin. Finding the right career and starting the interview process are early problems that many students encounter. They are accompanied with fear of how to best tackle these problems, as well as how to be well prepared. Figuring out exactly what it is you want to do and learning how to utilize the character qualities that you possess are the basic foundations of this project, which help students to achieve their goals and have a successful career.

Purpose of the Report

The purpose of this report is to first, illustrate how students can determine the many character qualities they have, and how these can be used to their advantage, especially when looking for the job of their dreams. Second, helps students learn how to better explain these characteristics as they find them needed for everyday situations, such as a job interview from future employers. Third, demonstrates to your employers that you have the knowledge and skills to succeed in the job force, as well as stand out above the rest. Lastly, let this be encouragement to see that you can achieve lifelong goals if you learn to use these tools to your advantage.

Scope

The scope of this report includes all of the students in Dr. Chiodo's Business Communication class at the McCoy College of Business at Texas State University. More specifically our group members: Nathan Herron, Jacob Hollowell, Stephan Nichols, and Brittany Pintor.

Methods, Sources, and Limitations

In preparing this report, we interviewed many people, including friends, family members, and past employers. In addition, each of our group members used secondary sources to research our dream jobs. We limited ourselves to a few characteristics, addressed the job of our dreams, and three interview questions for each individual section of this report. Although time was certainly not a factor we had an abundance of, we still managed to find time to research and produce this project.

Character Qualities: Nathan Herron

In the quest to find out what character qualities I possess, I asked the people closest to me their opinions regarding my character. My father, mother, and wife were chosen for the interviews. In asking them all the same series of questions, I found they gave similar answers. Questions include; listing and defining each character quality important to them, which, if any of those qualities do I possess, and any examples of my demonstration of those character qualities as they were able to recall, in detail.

Character qualities important to Albert are demonstrating love, honesty, and serving others. He describes a servant attitude as “not looking only at oneself and always making sure you are always helping others”. He let me know he is encouraged and proud of my character qualities. He states “I turned out well” and “You make me proud.” His description of a servant attitude was simply a quote “The world’s greatest leader was the world’s greatest servant”.

He mentions I possess kindness, generosity, a loving spirit, and a servant attitude. He says I make others feel accepted because of those qualities. His examples of my demonstrating good character qualities are kindness, friendliness, humble-minded, and service-oriented – all of which cannot be represented without having love.

A recent example Albert gave is when my wife threw her mother a surprise-birthday party and I helped out greeting guests, setting up, serving food, and making sure everyone was comfortable late into the evening. He mentions how I was friendly to everyone – even people I do not particularly get along with.

Connie Herron lists honesty, integrity, and dependability as the character qualities most important to her. First, she defines honesty as doing the right thing. Next, she defines integrity as doing what you say you are going to do along with doing what is generally expected. Lastly, she defines dependability as the ability to accomplish tasks and goals.

She says I possess honesty, integrity, and leadership as my main character qualities. She says I displayed leadership when I was planning my family’s future before, during, and after my wedding. I was busy with many tasks at the time including college, waiting tables, wedding planning, enrollment to Texas State University, and all the while was able to set goals and create a plan that would provide house and home for me and my wife. I had to work up an extensive step-by-step plan and budget and figure out where we could live within or beneath our means.

My mother continues to explain an example of how I displayed integrity after my wedding when I began taking care of my family. Knowing of the expectation in my family and culture that the man is to be the head of the house, spiritual, and financial leader and provider, I made all efforts to provide. I began to work harder than ever before to go to school, make good grades and be on my way to getting a solid degree. She states I showed integrity by doing exactly what I said I was going to do while accomplishing what is also expected of me.

Lastly, she describes a time when I showed honesty. She explained honesty can simply be a time when one knows they have made a mistake and admits it voluntarily. It takes great honesty to come clean by apologizing to the one wronged. My personality sometimes clashes with my mothers. This has lead to many ugly arguments, where I have spoken without thinking. She pointed out how after our arguments when I said something ugly to her, I come back and admit I was wrong by apologizing for the way I treated her.

My mother tells me I encourage her when I show honesty and integrity. It makes her proud when I come to her after making a mistake and apologize and ask for forgiveness. She is happy knowing “you are going to make it”. She explains how important it is for a mother to see her “little birds” fly away from the nest on a good path.

My last interviewee is my wife, Kymberli Herron. Character qualities important to her family are honesty, integrity, and leadership. She describes honesty as telling the truth. Integrity is doing what is right – even when no one is looking. It is also holding to your word. Leadership is the ability to get tasks done, involving others, and motivating those people to do things they do not necessarily see the benefit in doing to accomplish a goal.

Kymberli lists my character qualities as being a social, punctual, intuitive leader with integrity. She describes a sociable quality as the ability to get along with any personality type, even if you clash. Being social is also demonstrating the ability to have easy conversation with people you have just met. She went on to explain being punctual is not only being on time but realizing the importance of being on time and maintaining a schedule. Then, she explains intuitiveness as the ability to read the unspoken emotions of other people, the ability to understand the reality of the situation when it is covered up. A good leader is one who can “tap into” their intuitiveness and help others in their time of need. Acting with intuitiveness is acting with meaning.

Kymberli states I encourage her to be more organized, efficient, and an all around better worker. She says I help her become a better leader in all aspects of her life. “Your honesty has made me realize things I need to improve upon in myself”. She tells me she is able to react better in social situation because she has become more aware of peoples’ social situations and needs by watching me demonstrate my social skills and leadership. She tells me “I have gained more friends because your encouragement and excellent example.”

Dream Job: Nathan Herron

Many people daydream, imagining themselves performing in the next Olympics, making the last second goal, or being the next Donald Trump. Everyone should aspire to achieve greatness, no matter who they are, or what their qualifications might currently be. In order to achieve desired results one must decide the time is now to start setting small goals leading to that ultimate goal. My ultimate goal is to achieve my dream job; a career in the marketing and advertising industry and eventually becoming the Chief Marketing Officer.

I know a job in the marketing and advertising industry would not only be fulfilling but also flat out fun. I can just imagine how exciting it will be to work with many unique clients during different times of the year, to improve their products or services, to better fulfill the needs of the ultimate consumer. I understand that by working hard in this industry it will lead to greater efficiency in the industry that my clients are involved in. Within the marketing and advertising industry they're many diversely different companies. One company that stands out in my mind when I dream about my future is GSD&M Idea City LLC. GSD&M is a local Austin company. They are a full service advertising agency with a purpose; do whatever it takes to build their clients' business so the client can fulfill their purpose. They work with their clients to discover, define and articulate their core purpose beyond making money and translate that vision into the marketplace(GSD&M).

GSD&M has recently put a new CEO in charge of the company. Duff Stewart now fifty-one, is the new chief executive, succeeding co-founder Roy Spence. Spence and five fellow University of Texas graduates started the agency in 1971 and built it into one of the biggest in the country (statesman). Stewart, a 19-year veteran at GSD&M has run the day-to-day operations for the past several years as Spence became more involved in outside pursuits such as becoming a close adviser to Hillary Clinton in the presidential primaries last year and in setting up The Purpose Institute. "Duff Stewart is exactly the right person to lead our agency into its very bright future," Spence said in a statement. "He lives our core values, is driven by our purpose and he has earned the trust of everyone at our agency."(ad week) Stewart is a man that one can look up to in the business world. I look forward to meeting him when I start my career at GSD&M. Just starting my career in marketing, I am seeking an entry level job at GSD&M. The best way to do that would begin in their internship program before finishing my BBA in marketing. They currently are looking for interns that are interested in creative project management. I am looking forward to filling this position in the spring of 2011 and working my way up from there. I plan on becoming the project manager assistant next then move up to project manager. After that the sky is the limit with chief marketing officer as the ultimate goal. There is nothing between me and this goal but time and determination.

I know with my willpower, knowledge and involvement I am aimed in the direction of success. I am acquainted with how GSD&M Idea City LLC. is a company that will fulfill

my desires in the marketing and advertising industry. I am looking forward to beginning a career path that leads to a place that is not just a dream but foreseeable reality.

Interview Questions: Nathan Herron

After interviewing people close to me and asking them about my character traits, I know I am now prepared to answer certain interview questions, such as:

Figure: 1

What is your greatest strength?	What is your greatest weakness?	Why should I hire you?
<p>I recognize that my greatest strength is leadership. In any situation social or work I, without thinking, lead the group. More often than not I am the one that decides, now is the time to move on to the next thing, work on the next task, or sit and relax. I am continuously setting the pace or commanding the outcome to be at its highest level.</p>	<p>I admit that I have trouble with letting others lead. I know that I will be put in teams not only in college but in the work force. In these situations there will be people that are put into charge and I must follow their lead. As I continue my college career I am meeting more individuals that are great leaders. This has opened my eyes to the possibility of learning from other great leaders. This new realization has helped me improve my inability to let others lead.</p>	<p>I have more than five years experience working directly with management and customers in the fields of real estate, sports entertainment/food industry, medical evaluations, and delivery service. Although each industry required specialized abilities, I acquired skills through diverse experience that are fundamental and may be used to more effectively and efficiently complete any challenging task. I am confident that if given the opportunity to work with your team and use my organizational, leadership, management, and marketing skills; you will surely be pleased</p>

Character Qualities: Jacob Hollowell

There are many attributes that define a man. His strengths, weaknesses, perfections and flaws sculpt him as he makes a mark on this world. During these trials and tribulations, one must know which qualities best suit one's strategy to overcome obstacles that lie ahead of them. To achieve is to strive and persevere. Through experiences a person can learn the characteristics that allow them to achieve, and best position themselves for the most advantageous opportunities to use these abilities to attain whatever goals or dreams they desire. Before any of these goals can be conquered however, there is something most important that must occur first. To discover what ones own unique qualities are that define them.

On a search to figure out my own special characteristics, this journey required me to investigate people in my life who could tell me of past experiences when displayed these certain properties that applied to areas in my life where I excelled. The only option from this point was to interview close relatives such as my mother, grandfather, and father. When asked, my mom said initiative was strong in our family and that I had displayed it predominantly within my years of college. She could recall one time during the fall of 2009 when the second job of my higher educational career had begun full force and the spread of germs was rampant. The position that was paying my bills at the time required me to handle a lot of currency at the Victoria's secret outlet, where I was a Head Cashier Supervisor. The constant handling of dollar bills and coins had taken its toll and plagued me with something worse then the common cold. My mother said that she remembers me calling her and inquiring about the insurance policy coverage. I was in an emergency room and had fallen ill at work, having been stricken with a high degree of muscle fatigue. She says that it took a mature person to realize when they couldn't do their work to the fullest. The act of having to go through the procedures of the hospital routine for the first time took initiative to handle it themselves before matters became worse. The conversation with my mother further depended my interest in self-discovery. The person chosen to interview next was my grandpa, or Peepa to the rest of our family. Over the phone he told me of when I was younger and earning my GED, I would go over to their house to mow their lawn to help them out. He described those weekends of continuous help, were very reliable acts. He describe reliability me further as being a man's word. It is the ability to be trustworthy purely based on the true meaning of the word. This made me think of during the same time when the delivery of cookie bouquets was my profession. The first day of deliveries required my presence near the location of my grandparent's house. I had no geographic positioning system at the time, and became a little lost on my search for the address. With the knowledge that their residence wasn't to far, I stopped by to get directions. Peepa was able to help get my bearings back in place and I successfully got the rest of the treats to their rightful destinations. He proved to med how reliability is in our genes.

One final person that had to be interviewed was my father. He was the person who you could say was most admired in my life at this point. My father used to employ me at his construction sites to help the business. On a certain occasion I was requested to spend the week prepping a floor that had been renovated for a showing in a week. This required that the whole project be entirely completed at that point. Put under the guidance of a

superintendent, I spent eight to ten hours a day cleaning and repairing this vacant floor for inspection. On the final day before the owners were to see the final results of months of laborious work, there were still many little details to fix. After spending the entire week at this place, a little attachment had grown. A responsibility to make sure the site was ready to go over took me. The rest of that day I did everything possible to make sure it was in top shape, from moving dumpsters of materials off the site. Being locked in a room with no handle actually happened to me at some point that day. It was hectic, but a certain pride filled me as I stayed an extra four hours that day finishing the project. The superintendent however had already left for the day during his usual time with leaving me to put the finishing touches on the space. After hearing my dad didn't seem to agree with his employees way of thinking and had a long talk with the superintendent. Needless to say, this impressed my father, and the dedication showed really made him proud he said. These qualities that have been unearthed this quest for a deeper look at myself have helped shape the perspective I now have. The advantages that can be seen are crystal clear, and it is evident that they will be useful tools on my journey to make a mark on this world.

Dream Job: Jacob Hollowell

The field that most interests me is the music industry. Ever since I can remember, the sense of sound has played a part in my life. As a child, I would always ask for Elvis Presley or Michael Jackson inspired gifts. I was in choir through out elementary school, and then in middle school I joined the band and played my first instrument, the tuba. My love of music grew and expanded throughout my growing years. In high school I took private guitar and bass lessons, and even played with a couple bands performing shows at local venues and clubs around the Dallas and Fort Worth area, which was my home. This constant involvement further cemented my dream to work in the music world.

One of the companies that most impresses me is that of The Island Def Jam Group. A division of the industry giant The Universal Music Group, Island Def Jam has proved itself year after year as a dominant force in the industry. They formed in 1998 when parent company Polygram sold ownership to the Seagram Company Ltd. Island, founded in 1959, had become one of the first and most successful independent labels, sold to Polygram in 1989. Def Jam Recording had been founded in 1984 by hip-hop pioneer Russell Simmons and producer Rick Rubin, was sold to Polygram in 1994. The half that is Island represents the side of music that is more contemporary adult and alternative-rock. Lionel Ritchie, The Killers, Bon Jovi, and Pj Harvey are all top artist that belong to the island label. Def Jam takes a more rap and beat influenced approach when choosing artist like Kanye West, Jay-Z, Rhianna, LL cool J, Method Man, and Outkast. This label represents a grand culture of artist mashing up rock and roll with rhythm and blues. They have top stars and rising talent drowning their roster with potential. Being apart of a company so versatile would greatly represent my taste in music itself and allow for more connections and opportunities that might lie ahead.

Current CEO and Chairman of Island Def Jam is Antonio “L.A.” Reid represents a true music professional. Since taking over in 2004, Reid in the six years he has been there so far has made a huge impact on the label and industry itself. Having played a major role in some of the best selling albums of all time, like Mariah Carey’s “The Emancipation of Mimi” and the Killer’s “Hot Fuss”. His loyalty to his artists his said to be second to none, while he continuously nurtures their career. Under Reid’s guidance the roster of Island Def Jam represents the pedestal of state-of-the-art using the synergy of artists, music, video, new technologies, new business models, and a host of unforeseen marketing and promotion innovations are all being developed. In addition to his executive abilities, Reid is an accomplished drummer, songwriter and producer who acknowledge a diverse range of musical influences such as Miles Davis, Sly Stone, the Beatles, Led Zeppelin, and James Brown to name a few. Another key figure is Christopher Hicks who is Executive vice President of Def Jam Recordings since 2009. Prior to his role at Def Jam, he spent three years as vice president of Warner/Chappell where he played a major role by handling publishing agreements with T.I., Lil Wayne, and The-Dream. He also helped in the re-signing of Dr. Dre in 2005. In his thirteen years in the music business, Mr. Hicks has worked with artists from the likes of Usher, Mary J. Blige, and Jennifer Lopez.

To get a leg in the door, I would hopefully go to grad school at the university of Belmont in Nashville, Tennessee and get my MBA in Music business. The headquarters of just Def Jam Recordings is also located in Nashville. With some luck and effort, the attempt to earn an internship at the studio would be one of few options during my time there. To get this would allow many other opportunities and provide my resume with respected credential experience. The internship would probably require long hours and laborious work. The results would be worth the effort in any outcome. The social connections and knowledge gained would prove beneficial to any path I chose.

Eventually becoming a vice president of one the departments or sub divisions would be a primary goal. Whether it was for Marketing, Sales, Media and artist relations, having a key role in the company would be a dream. Having a position that significantly impacts and is responsible for artist or record sales would allow me to take the upmost excitement and joy in my career.

Interview Questions: Jacob Hollowell

Figure: 2

<p>Q: Tell me about your greatest strength?</p>	<p>A: The trait that allows me to achieve my goals everything I do is my resolve. It is my ability to keep a level head in situations, and act accordingly. It is comprised of my initiative and dedication to aspects of my life, and my responsibility over it.</p>
<p>Q: What makes you different?</p>	<p>A: I've always tried to set myself apart from the average person. Whether it is physically by wearing more attention drawing clothing or having tattoos and facial hair. To not go with the norm, is usually the right way in the big picture. Mentally I think outside of the box, constantly coming up with creative and original ideas of looking at challenges. A need for innovation pushes my core, and allows me to search for different ways to approach obstacles and discover new outlooks on the world.</p>
<p>Q: Which type of music was most influential on you?</p>	<p>A: That question cannot be easily answered. Sounds of blues and jazz, to country and gospel helped the direction of my interest during my growing years. After the discovery of rap and hard rock I found even more influences from these types of music. It could be said that the very essence of music has an impact on my very being, because music has been around since man could hear. And as it changed to shape of the world, it has also changed me.</p>

Character Qualities: Stephen Nichols

Dream Job: Stephen Nichols

Imagine yourself standing on a pier in a harbor in San Diego, California, staring at a 378 foot long cutter named USCGC HAMILTON (WHEC 715). As you stand there in awe at the sheer magnificence of this vessel, you ask yourself “I wonder where the government got the money for a ship like that?” Your search for the answer to that question would lead you to my dream job, which is to one day, be a Commander in the United States Coast Guard in the Finance Division. This person must approve all the transactions that the unit they are in charge of makes, among other things.

Serving my country is in my blood; all the men in my family have served for the armed forces, some in the Army and others in the National Guard. Growing up I always knew that when I was older I would continue the family tradition and join the military; I saw the military as a “right of passage”. I intend to broaden the ranks of my family and serve another branch of the armed forces, the United States Coast Guard. The Coast Guard seemed like the best branch for me to join; they stay stationed in the United States, except in times of war, in coastal cities mainly, and they come to the aide of those who need rescuing whether they are fisherman or other branches of the military. These attributes are the driving force of my aspirations to serve the Coast Guard. I very much enjoy coastal areas and I have a natural tendency to want to help everyone that I can.

I believe that I will be most effective in the Finance Division, because math has always been fairly easy for me, and I have various character qualities that would help in management positions, as well as all the other ranks I will advance through to become an officer. The Finance Center is located in the Greenbrier section of Chesapeake, Virginia, occupying 65,000 square feet of space in a GSA-leased facility. Since “the Finance Center was commissioned on August 4, 1989, it has resulted in an unflinching application of the U.S. Treasury rules and regulations to all accounting dealings, the consolidation of all financial information Coast Guard-wide into one data base, and the establishment of new and improved standards for document processing” (FINCEN). The Coast Guard’s motto is “Semper Paratus” which means “Always Ready”. This philosophy has been instilled in my life since I was a young lad in the Boy Scouts of America, whose motto is “Be Prepared”, very similar to that of the Coast Guard’s.

“Admiral Robert J. Papp Jr. assumed the duties of 24th Commandant of the U.S Coast Guard on May 25, 2010. He leads the largest component of the Department of Homeland Security, which is comprised of 42,000 active duty, 8,200 Reserve, 8,000 civilian and 31,000 volunteer Auxiliarists. His vision states that ‘We are defined by our Missions, People and Heritage. We will selflessly serve our Country and perform our duties in a manner that secures the trust and confidence of mariners and citizens alike. We will set a course that steadies the Service, honors our profession, strengthens our partnerships, and respects our Shipmates’” (Senior Leadership).

My first step on the journey of becoming a Commander is serving as a Storekeeper. This job entails the responsibility of providing and accounting for the constant stream of supplies, clothing commissary items, and spare parts necessary to keep the Coast Guard running. This person is the Coast Guard's expert purchasing agent and accountant (Job).

A career path I have chosen to follow is first serving as a Storekeeper in any unit. Then after five years of advancing through the ranks, serving as a Chief Petty Officer in the same unit I started in. After 10 years, I intend on serving as a Lieutenant in whichever unit the Coast Guard sees fit for me. Serving for 15 years in the Coast Guard, I plan on being a Commander at the Finance Center in Chesapeake, Virginia, and remain at that position for a minimum of five years. With this career path I would accumulate 20 years of service in the Coast Guard qualifying for retirement, which I will more than likely indulge in (Ranks).

Interview Questions: Stephen Nichols

Figure: 3

<p>What is your greatest strength?</p>	<p>My greatest strength is my work ethic. I strive to do the best work I am capable of in all my endeavors. When I work, I try to help those around me as much as I can, I believe that if you help others lighten their work load they will be more willing to return the favor; this also creates a better work environment.</p>
<p>Tell me about yourself.</p>	<p>I am an efficient, hardworking person, who understands the importance of customer service and satisfaction. I have worked at <i>Myron's Prime Steakhouse</i> for over three years perfecting my customer service skills and satisfying customers. I also worked at <i>TJ's Burgers and More</i> as a cashier further developing my customer service and satisfaction skills, as well as adding money handling to my skill set.</p>
<p>Can you get a good recommendation from a previous employer?</p>	<p>Yes I can get a good recommendation from a previous employer. I worked for 3 months at <i>TJ's Burgers and More</i> as a cashier, but in that short time I became the "model" cashier; the managers wanted all the other cashiers to follow by my example, and I even trained a few of the newly hired cashiers. I can also get a good recommendation from my employer at <i>Myron's Prime Steakhouse</i>. I have been with this restaurant for over three years. I started off as a bus boy, which I became very proficient at, thus allowing my progression up the ladder to become an expedite runner. I excelled at this particular job as well, which has given me the opportunity to become a waiter. I am reliable and hard working, qualities my employers have recognized, and my employer knows that they can count on me to get the job done.</p>
<p>What do you think determines a person's progress in a good company?</p>	<p>I think that the person's attitude towards the company determines their progress in it. If a person likes the company they work for, they are going to provide the best work they are capable of to see the company succeed; this will be noticed by management, which will allow that person to climb the corporate ladder. On the other hand, if a person has a bad attitude towards the company and they don't like what they do, they are inclined not to put forth their best effort, which shows management that they do not have as much desire to see the company do well as the person with a good attitude.</p>

Character Qualities: Brittany Pintor

After interviewing three people, I found that the character qualities that best describe me are determination, integrity, loyalty, organization, and initiative. I believe that these character qualities will help me differentiate myself from my competitors when looking for my dream job.

As I interviewed my mother, she said integrity, loyalty, and initiative are the highest values our family portrays (Pintor). Growing up, my mother has always taught me to be honest and to always do the right thing. My mother said that determination, integrity, and organization are my best character qualities (Pintor). She gave me an example of my determination by describing my current accomplishment that will take place next May (Pintor). She explained the time she remembered when we talked about me going off to college and how I said I wanted to graduate in three years (Pintor). This upcoming May I will be graduating from Texas State University when only entering this university three years ago. She stated the determination I had to graduate in three years is something that took a lot of dedication and determination (Pintor). Since I was a freshman at Texas State University, I had to meet with my academic advisor to plan out my class schedule for the upcoming semester. Each semester when I met my academic advisor to plan out my schedule, I continuously had think about my goal of graduating in three years. I had to take enough hours in the regular semesters and also take hours in summer school to allow me to reach my goal of graduating in three years. This is something my mother claims that she looks for when hiring people for her workplace (Pintor). She stated, “Her ability to set a goal of such determination, create a plan to attain that goal, and then to execute that plan is very motivational and is truly a great asset to her overall character (Pintor).”

One of my Zeta Tau Alpha advisors, Leslie Chunta, took the time to list what she thought were my most desirable character qualities. Initiative, organization, and leadership were the qualities that stand out the most to her (Chunta). She believes that I display all of these qualities in my everyday tasks of being the Treasurer of Zeta Tau Alpha (Chunta). She explained that I show organization by staying on top of all of the members in the sorority to make sure their bills are paid; by keeping all of the records of bills, invoices, and reimbursements; while also staying on top of my school responsibilities and also being involved in other student organizations (Chunta). Mrs. Chunta also stated that I demonstrate initiative in all of my responsibilities by completing tasks before they are due and when I voluntarily send out reminder emails to all 151 members each month to pay their balances (Chunta).

My Aunt Teri, who has always been one of my closest relatives, has been a true blessing in my life and knows me very well personally. When I interviewed her, she said dependability, determination, and initiative are my best character traits that I display (Richard). Dependability is “fulfilling what I consented to do, even if it means unexpected sacrifice (Hill).” She gave an example of when I was in high school and was actively involved in the National Honor Society. Being actively involved in the National Honor Society required many hours of community service to maintain ones membership. Every summer I had to complete fifteen hours of community service to uphold my membership duties and every summer I would go to the school where my Aunt Teri

worked and helped with anything she or the staff needed. She explained to me how much she noticed how dependable I was by always showing up on time, always being available whenever she would call, and always going the extra mile to help anyone out in need (Richard).

Dream Job: Brittany Pintor

In May of 2011, I will graduate from Texas State University with a Bachelor Degree in Business Administration in Marketing. I will then pursue going to graduate school for a Masters in Business Administration in Finance. Since I have been the Treasurer of Zeta Tau Alpha, I have recently opened my eyes to the world of finance. In the past, I have always been unsure of the type of job I wanted, but what I did know is that I always wanted to work in the retail industry. Ever since I was a little girl, I have always loved fashion and everything about it, so what better way to have a job in the industry that one loves. When picking my dream job, I pictured a place that I have always wanted to work Neiman Marcus. Neiman Marcus is without a doubt my dream company that I would love to work for.

On September 10, 1907 Neiman Marcus opened in Dallas, Texas at Elm and Murphy Street. Neiman Marcus was founded by Herbert Marcus Sr, and his sister Carri Marcus Neiman, and her husband A.L. Neiman with the goal of providing fine ready-to-wear apparel with incomparable customer service. They made a profit in the first year, in large part because of the way they do business which still remains true to this day. Herbert Marcus once said, "It's never a good sale for Neiman Marcus unless it's a good buy for the customer." In the 1920's Herbert's son Stanley Marcus joined the family firm and turned Neiman Marcus's growth over the following half-century. Neiman Marcus continues to sell ready-to-wear along with other clothing, footwear, furniture, jewelry, beauty products, electronics, and home goods.

Figure: 4

Possible Career Path	
Entry Job	Financial Analyst
5 Year Goal	Financial Manager
10 Year Goal	Vice President of Finance
15 Year Goal	Chief Financial Officer

Source: enter source here

As one can see from figure 4, the entry position I am applying for after graduation is Financial Analyst. This job requires dedication, initiative, and organization. As a Financial Analyst, I will be responsible for assisting in gathering all the information necessary for the financial analysis. My first advancement I would like to see myself achieve is after five years of being a Financial Analyst being promoted to a Financial Manager. My ten year goal is to become Vice President of Finance. My fifteen year goal is to become the Chief Financial Officer of Neiman Marcus.

Interview Questions: Brittany Pintor

Figure: 5

Q: Tell me about yourself?	A: I am a woman of integrity and initiative. I am extremely creative in solving tough dilemmas. I believe there are answers to every problem and believe that I am one hundred percent able to find out the solution. I hold true to my word and take initiative to get something done the way it is suppose to be done. I consider myself to be the person people come to, to get the job done, the correct and sufficient way.
Q: What is your greatest strength?	A: I consider my greatest strength to be my character. I have been told by many people that I am a great leader that is hardworking, dependable, determined, and display initiative in all of my endeavors. For example, I was treasurer of my sorority and everyone depended on me to make sure all of the bills were paid, make sure everyone has paid their bills, and to also make sure that our chapter was staying on budget. People depended on me to do what I said I was going to do and when I said I was going to get it done and that is what will hold my credibility in not only the workforce, but in life.
Q: What would your previous employer say about your initiative?	A: They would say I have extremely high initiative. I have always taken the initiative to get tasks done before they have been asked of me. I have impressed several people in upper management because of my initiative.

Summary

In summary of the main points, we first, sought to find out our best qualities and greatest strengths. We did this by interviewing the people closest to us resulting in a flood of information concerning our true personalities and character qualities. Second we wrote down goals and began to find out our passions in the business world. This was followed by ideas, thoughts and dreams being a successful, talented business person on an exciting career path. Third we did research to find career paths in companies that appealed to us which has helped spark our desire and determination. In order to accomplish this task we read and studied many companies, comparing their qualities, mission statements, and business practices that allowed us to find an organization just right for each one of us. Last we wrote this report to share all the exciting details of what we learned so that other University students could read and learn from our findings.

Conclusion

After working on this report each member of this project agreed that in order to be a professional one must identify and exploit their strengths and identify and overcome their weakness in order to be better equipped to enter into a successful career. In preparing this report we have realized the importance of preparing, planning, and having the determination to reach our dreams and goals. We have also realized the impact one can have on their interviewer, co-workers, employers and community when one prepares for their future.

Recommendations

As a group we recommend three things. One each student reads this report carefully and truly thinks about the benefits to our findings. Second that they write down their goals, think and plan about their futures, and do your homework on each situation they enter. Last the each student doesn't skip looking inward when beginning on their path towards success after realizing that they have great strengths that can be used to benefit their society around them.

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Appendix

Nathan Herron's Interview Questions

Why should I hire you?

What is your greatest strength?

What is your greatest weakness?

Jacob Hollowell's Interview Questions

What Character Qualities are especially important to your family?

Name a character quality that I have?

Define that character quality of mine?

How have I demonstrated that quality?

Stephen Nichols' Interview Questions

What is your greatest strength?

Tell me about yourself.

Can you get a good recommendation from a previous employer?

What do you think determines a person's progress in a good company?

Brittany Pintor's Interview Questions

Tell me about yourself?

What is your greatest strength?

What would your previous employer say about your initiative?