

# Starting your career

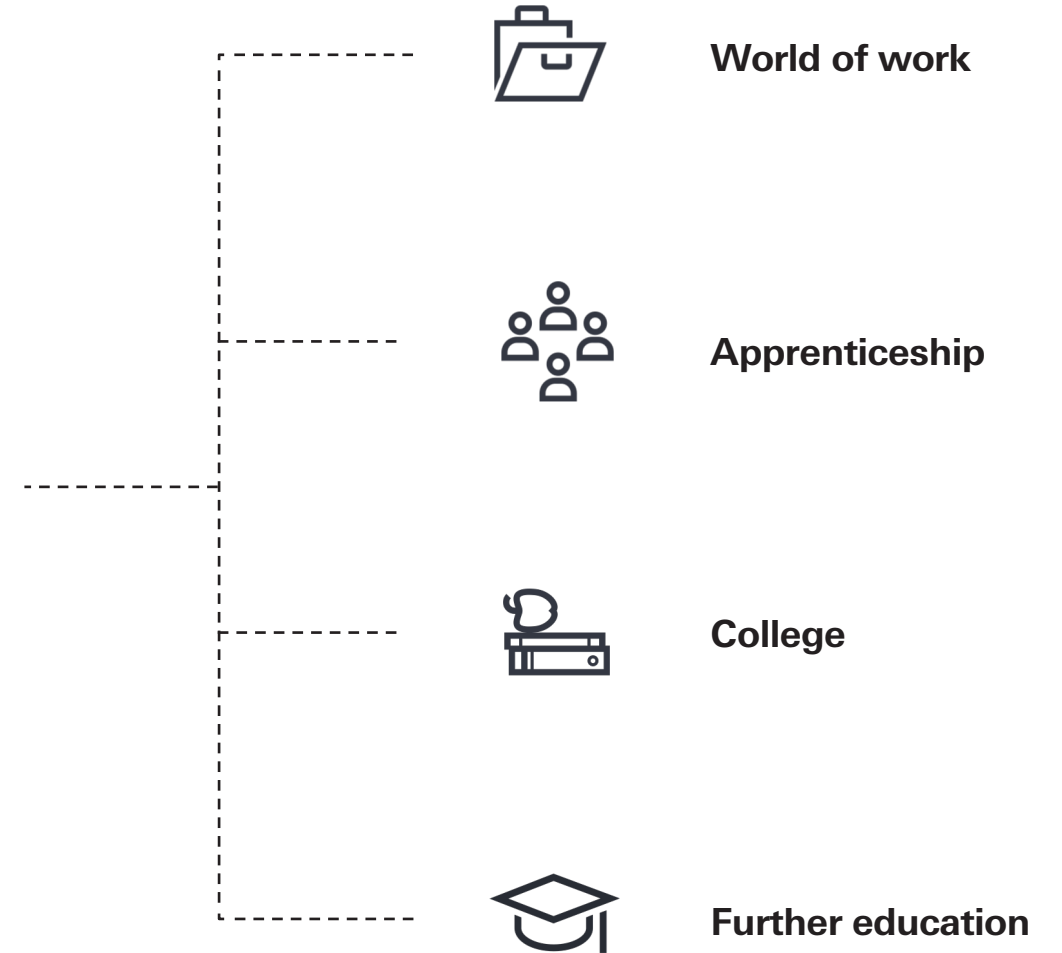
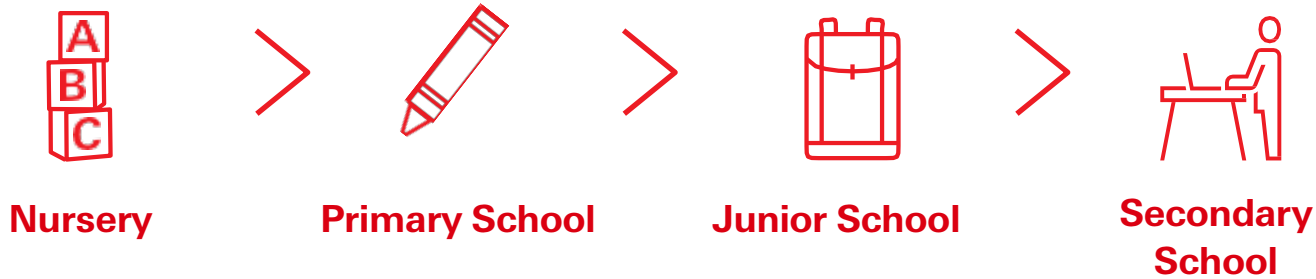
Your guide to one of life's biggest milestones



This information is provided to help you and is HSBC's understanding to support your financial capability. You should always check the information independently to make sure it is right for your needs.

# Moving on From Education

What are the next steps?



## Key Fact

76% of university students have a part time job.

\*source: <https://www.savethestudent.org/money/student-money-survey-2018.html#after>

# First Impressions

So why do first impressions count? People can make fast, immediate judgments which can impact both how effective you are at work and the rest of your career in that business.

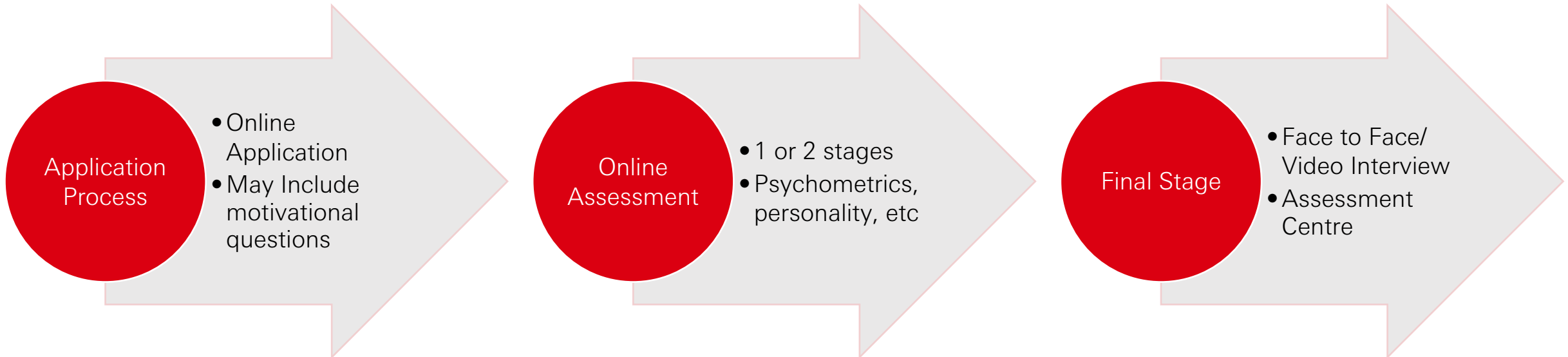
In order to be successful, you need to use your personal brand to make the right impression and give people a positive experience that makes them want to buy into you as an individual.

Think about

- ✓ How do I look in person at my interview
- ✓ What does my email address say about me
- ✓ What do my social profiles tell people
- ✓ What do I want to be known for
- ✓ What will make me stand out in the eyes of employers



# The interview process



Make sure you are realistic in what you apply for – think about the costs associated with getting to the interview as well as long term if you got the role



A psychometric test helps an employer to assess your personality style or preferences, for example your ability to work as part of a team.



Even if your interview is online, prepare for it and treat it like a face-to-face interview. Make sure they have your undivided attention, no googling off camera!

# Applying for the role



- ◆ Prepare, prepare, prepare
- ◆ Research the sector, the company and who is interviewing you
- ◆ Review the job description
- ◆ Carefully review the instructions
- ◆ Think about how your skills and experience match what they are looking for
- ◆ Fill out as much detail as possible



- ◆ Apply for things that just aren't practical for you
- ◆ Rush – give yourself time to shine
- ◆ Apply for too many at once
- ◆ Start a process without adequate time
- ◆ Get frustrated
- ◆ Forget to get feedback

# Preparing for an online assessment

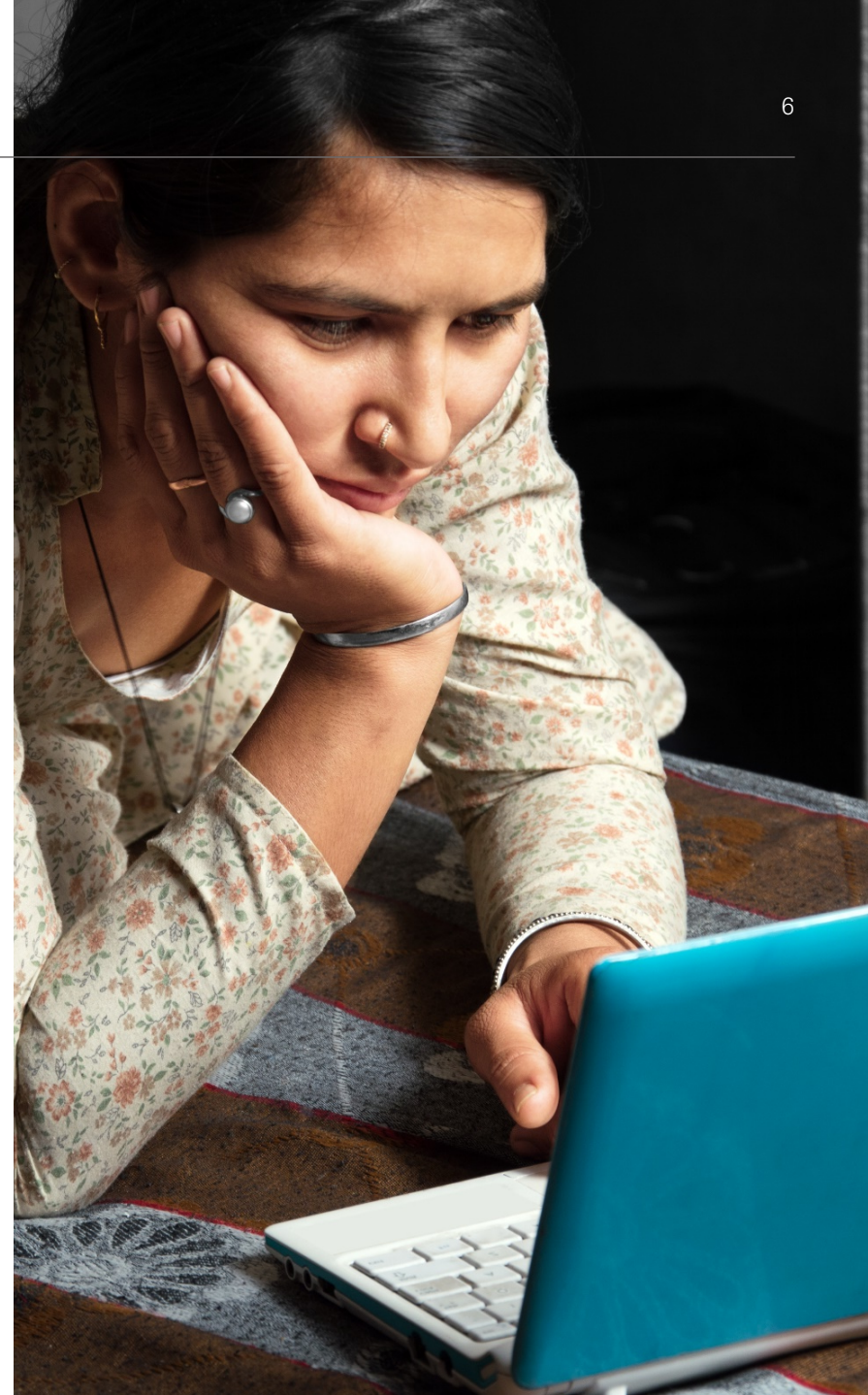
Research

Practice

Choose the best time for you

Read instructions carefully

Be strategic in your approach



# During the interview

**Body Language**

**Speaking Clearly and Slowly**

**No Googling**

**Stick to the question**

**Be Memorable for the right reasons**

# Understanding what's on offer

When you get your offer, try to keep a level head and consider the whole package on the table (not just the headline salary).





# Getting Paid

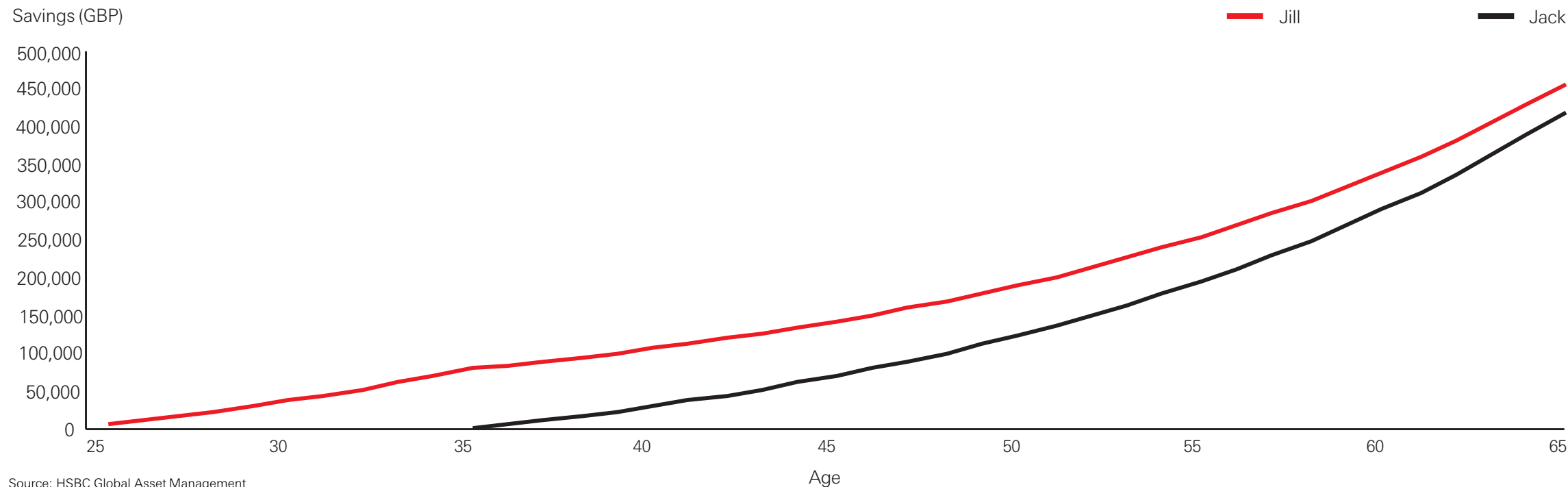
<b>Name</b> Miss M Moir	<b>Date</b> 30/09/2013	<b>N.I.Number</b> PH 51 46 18 D	
<b>Payments</b>		<b>Deductions</b>	
Salary	£2083.33	PAYE Tax	£312.89
Overtime		National Insurance	£172.52
Rate		Student Loan repayment	
		Pension	
<b>Address</b>	<b>This period</b>		<b>Year to date</b>
31 Peck Passages	Total Gross Pay	£2083.33	Total Gross Pay £24999.96
Reading	Gross for tax	£2083.33	Gross for Tax £24999.96
RD1 1FF	Earnings for NI	£199.00	Tax paid £3703.20
			Earnings for NI £2468.88
			NI to date £2121.72
<b>Tax Code</b> 944L	<b>Payment method</b> BACS	<b>Net Pay</b> £1597.92	

# Planning for the costs of your role

Income (monthly)		Outgoings (monthly)	
Monthly salary	£1,597	Travel / fuel	£160
Bonus (10%)	£142	Living / household costs	£1,181
		Work meals / lunches	£40
<b>Benefits</b>		Ongoing learning / skill building	£19.99
Car allowance	£333	Weekly team social	£80
Gym Membership	Subsidised (FREE)	Student loan ⓘ	£44.39
Health insurance	Subsidised (FREE)	Car maintenance/running costs	£146
Life Insurance	Subsidised (FREE)	Savings	£400
<b>Take Home</b>	<b>£2,072</b>	<b>Outgoings</b>	<b>£2,072</b>

ⓘ 9% paid on all pre-tax earnings above £2,215 inc bonus

# When Should I Start Saving?



- ◆ Jill saves **GBP5,000** per year from the age of 25 to 35, then stops contributing but remains invested. **Total contribution GBP50,000**
- ◆ Jack starts investing **GBP5,000** per year at the age of 35, contributing GBP5,000 per year until 65. **Total contribution GBP150,000**
- ◆ Starting saving at 25 vs 35. GBP5,000 per year assuming 6% return

– For illustrative purposes only –

\*The value of investments and any income from them can go down as well as up and investors may not get back the amount originally invested. For information only and does not constitute investment advice or a recommendation to buy or sell investments.

# Planning Your Financial Goals

Everybody will have different goals in life, this is what makes you unique. The key thing is to think about what is important for you and build these into your monthly planner.



## Financial Security

6 months savings to see  
you through any tough  
times

### Consider:

- Saving 20% of salary
- 6 months outgoings
- Savings interest
- Access needed

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## Financial Security

6 months savings to see you through any tough times



## Travel

Annual holiday to see the world

### Consider:

- Saving 20% of salary
- Investment opportunities
- Savings interest
- Access needed

### Consider:

- Cost of holiday
- Travel insurance
- Spending money
- Luggage costs
- Injections needed

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## Travel

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## Property

Saving to buy a property in future years

### Consider:

- Saving 20% of salary
- Investment opportunities
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- Access needed

### Consider:

- Cost of holiday
- Travel insurance
- Spending money
- Luggage costs
- Injections needed

### Consider:

- Value of property
- Deposit
- Mortgage fees / term
- Solicitors fees
- Removal costs
- Moving in costs

# Planning Your Financial Goals

Everybody will have different goals in life, this is what makes you unique. The key thing is to think about what is important for you and build these into your monthly planner.



## Financial Security

6 months savings to see you through any tough times



## Travel

Annual holiday to see the world



## Property

Saving to buy a property in future years



## Car

Buying your first car

### Consider:

- Saving 20% of salary
- Investment opportunities
- Savings interest
- Access needed

### Consider:

- Cost of holiday
- Travel insurance
- Spending money
- Luggage costs
- Injections needed

### Consider:

- Value of property
- Deposit
- Mortgage fees / term
- Solicitors fees
- Removal costs
- Moving in costs

### Consider:

- Cost of the car
- Deposit needed for any purchase plans
- Loan repayments
- Insurance, servicing, tyres and MOT costs
- Cost of fuel

# Planning Your Career Goals

What is important to me?

- What are you interested in
- What motivates you
- What are your priorities – money, work-life balance, building a network, working with people...?
- How you will get to where you want to be
- What experiences / qualifications do you need?



# Feedback is a gift

## Remember:

- Nobody can or will ever be perfect. Perfection is subjective.
- Feedback is the only way you will be able to grow
- Not all feedback will be right. Not all feedback will need to be acted on. All feedback should be considered.
- Think of your perception. What do people currently think of you? What will people think of you moving forward?

## Change your mind-set:

- Growth vs Fixed mind-set
- Abilities, characteristics and skills can be learnt.
- EBI: Even better if? How can I improve, what did I learn, what could I change?
- Your mind-set is a differentiating factor – this is why behavioural and strength interviewing is becoming more prominent! (E.g: HSBC)

# Get In Touch

Send your feedback to

[EducationTeam@hsbc.com](mailto:EducationTeam@hsbc.com)

