



What makes a great P&A employee

By Blake

As P&A continues to grow, we have again found ourselves needing to add another great individual to our team. We are fortunate to have an outstanding team at P&A, and we know it is a big task to find another employee up to the P&A standards. Every time we set out to hire someone, it provides an opportunity to remind ourselves of what makes a great P&A employee. We thought we would share with you some of the things we look for in any new hire – these are traits you should expect from anyone on our team.

1) **Self-Starters:** We want someone who comes to work looking to tackle new challenges, create work for themselves, and keep pushing us all to be better - better investors, better communicators, and better coworkers.

2) **Curious:** The world of finance and investments is ever-changing. Take cryptocurrency, for example – 10 years ago there wasn't anyone who had heard of it or knew what it was; now, it seems like you can't go a day without hearing about it on the news. P&A hires employees who have a natural desire to learn more about new developments in the world of finance and investments. Some of our best investment ideas come from the curiosity of our employees.

3) **Opinionated:** Being opinionated isn't a negative thing around P&A. We want all our employee to be able to form and have an opinion – it helps lead to a healthier debate and better outcomes. This doesn't mean we always get to be right all the time, but we like a diversified set of voices to avoid groupthink. Those stocks in your portfolio – they probably didn't get 100% agreement from our research team and there was some healthy debate about the merits of each one.

4) **Active Listeners** – This seems obvious, but it is a skill a lot of people really don't seem to have. Next time you give us a call, pay attention to how much we talk versus you. It is our job to listen first and then provide advice, guidance, and input. The more we listen – and understand – the better job we do serving our clients.

5) **Continuous Learners** – The next time you are in our office, check out the certifications hanging in Conference Room B. We encourage all our employees to continue expanding their knowledge – either through formal certification programs, or informally through several different trade magazines, websites, or newspapers.

There are a number of items that we look for in a P&A employee, but items listed above often bubble up to the top and are non-negotiable. Making sure we hire the right people with the right traits helps P&A continue to deliver the highest level of service to our clients. Stay tuned in the coming weeks as we'll be introducing our newest P&A team member!

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