



Tips for Career Success in Risk & Insurance

Know Your Business

Whatever your business or industry is, make sure you know your exposures, your risk tolerance and how things really get accomplished in your company.

Be Mobile

Expanding the number of places where you are willing to work could be one of the easiest things to do to have early career success. Corporate moves can offer unique experiences and help you relate to people in a way that others cannot copy.

Always Do Your Best

You may be incredibly talented, but if you check out and aren't delivering, your reputation can be tainted. You will go farther by stepping up to challenges and doing your best!

Show Up For A Career, Not A Job

When you show up for a career rather than a job, you show up with a vision for where you want to be 5, 10, 20 and even 30 years from now. You understand that each job along the way is preparing you for your ultimate "destination" and will find more purpose and motivation to excel in order to reach your career goals.

Get To Know Your Peers

Networking with your peers allows you to not only level set what other companies are doing, but allows you to learn from the trials and successes of others.

Take On Outside Work

Find work outside your business unit (with your manager's permission), and grow your personal brand through these interactions. Diversity and Inclusion groups are great for this sort of engagement and will get you noticed.

Face Your Fears

All people have fears that can hold them back, whether it be public speaking, networking in social settings, test taking, etc. The sooner you start facing the fears that you have the sooner you will realize they are not insurmountable and success is achievable.



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Work When You Are At Work

A lot of people spend a significant amount of their time at work on social media, shopping online, making personal calls, or simply hanging out in the break room with their peers and colleagues. If you will focus on working while you're at work and use your lunch hour and breaks to socialize and build relationships with your colleagues, then you will surely stand out from your peers simply because of your productivity level.

Be Grateful

When someone helps you, does a good job, delivers on a promise, provides you a reference or resource, anything, send a genuine thank you. This will not only insure you stand out, but also may insure they will help you again!

Have An Opinion

Leaders want opinions to help them form their own. Be willing to put your neck out in a respectful way and remember that it is ok to be wrong.

Use reliable and unbiased information sources

Be very careful when relying on insurance information found on the internet as it may be out of date or biased. It's always better to use paid subscription services when you have access. Most insurance organizations subscribe to such services for their employees. Use these first if they're available.

Lead Through Empowerment

A team that feels empowered and part of the success outcome will drive to greater success than you could alone.

Cultivate Mentors

Keep a stable of personal and professional mentors. Always have a mentor that is in the position you want to go into next. These people should know what you want to do and be in a position to talk you up to others.

Do not be afraid to say you don't know, but be willing to learn.

Many times people that are new to the industry feel as though they are expected to know everything on day one. It just isn't the case. Admit when you don't know something and pledge to find the answer – then deliver on the pledge.



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Take Care Of Yourself

Your physical and emotional health and the strength of your relationships outside of work will have a significant impact on your life and the lives of those around you. Give your body and mind the sleep it needs, watch what you eat and drink, exercise regularly, and spend time with the people you love doing the things that bring you the most joy. You and everyone you interact with at home and at work will be better because of it.

Find The Expert

You don't have to be the expert at everything, but if you don't know, find out who does and hire them or make them an ally.

Emphasize Your Strengths

Know what you're good at and don't shy away from it. When people ask you what you do, have your elevator speech ready with not just what you do, but what you're passionate about that makes you successful.

Ask For More

The best way to grow is to learn more, so ask to get involved in more... but only once you've proved you've got a good handle on your own desk.

Diversify

Expanding your skillset, across industries or across your department, not only expands your future options, but can deepen your understanding of your current responsibilities.

Return A Favor

When you can, help someone else in one of the many ways you have been supported. Make a connection, provide a reference, recommend a resource, provide your valuable insight or become a mentor.

Do Your Boss's Job

Find around 20% of your boss's work that he/she does not like to do and take it off his/her plate. You will endear them to you and it will help you stand out from the crowd.

Maintain A Positive Attitude

People want to work more with people that make them happy, the opposite is true as well.



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Set Goals

Set reasonable goals every year and create a schedule to work toward these goals. Measure progress and adjust course every 90 days. Achievements matter!

Make A Good Impression

You make an impression on someone with every encounter you have. It's up to you to make it a good one. Ask others about your strengths/weaknesses and then work on improving them.

Be Available When You Are Needed

It may be the era of flexible working and remote access, but a consequence is there are no off-hours anymore. If you want to move ahead, be available when you are needed.

Network

If there was ever a people industry this is it. Establishing friendships and partnerships can not only be extremely rewarding, but incredibly essential in furthering your career.

If You Want To Advance, Be Sure To Tell Someone

Managers and executives love to see someone take initiative, request additional responsibility and seek out opportunities to add value. These associates are usually at the top of the list when an opportunity for advancement becomes available.

Show Up With Solutions Rather Than Problems

Individuals that approach problems with this mentality are an asset to their employers. Identifying a problem is just not enough. Propose a solution!

Be Accessible

Insurance is such a people business. Being approachable and accessible to those around you is an admirable characteristic. People remember how others make them feel and those who have assisted them along the way. It is as simple as treating others the way you want to be treated.

Be Kind

Kindness benefits not only the recipient but giver the as well. A kind individual attracts others to them. This is a people business and people like to do business with people they like.



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Show Up On Time And Never Leave Early

Whether true or not, people often times assume that people who are late or leave early on a regular basis lack commitment, discipline and dependability. Remember that “early is on time and on time is late.”

Block Out Time Every Week For Continuing Education

Whether it is getting a designation, taking an online class, catching up on industry-relevant material through free IRMI e-newsletters, or simply reading various publications and blogs, make sure you never take your foot off the gas when it comes to learning. You have to stay curious in order to remain relevant!

Steer Clear From Office Gossip

It's easy to get sucked into the different gossip circles around the office. Stay in your own lane, treat others with respect, and choose to focus on making yourself and everyone else around you a better person personally and professionally.

Take All Of Your PTO

Your company gives you paid time off days because they understand it's important for employees to avoid burnout and remain mentally sharp throughout their careers. This requires an occasional recharging. Take the time off and disengage– that means disconnect your email, turn off call forwarding to your cell phone, and leave your computer locked up for the duration of your time away. Start this habit early in your career in order to create boundaries and manage the expectations of others.

Hone Your Public Speaking Skills

Throughout your career you will have opportunities to make presentations in front of colleagues, clients, or your managers. These are opportunities to stand out and shine. If you fear public speaking or have not developed these skills, take a class or consider joining Toastmasters.

Never Sacrifice Your Personal Integrity

In risk management and insurance you deal with other people's money. If they don't trust you they won't do business with you. Never allow your reputation for honesty and integrity to be tarnished.

Access the Complete IRMI Library

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