

FM Global Information Session & Preparing for Interviews

University of Minnesota - NSBE

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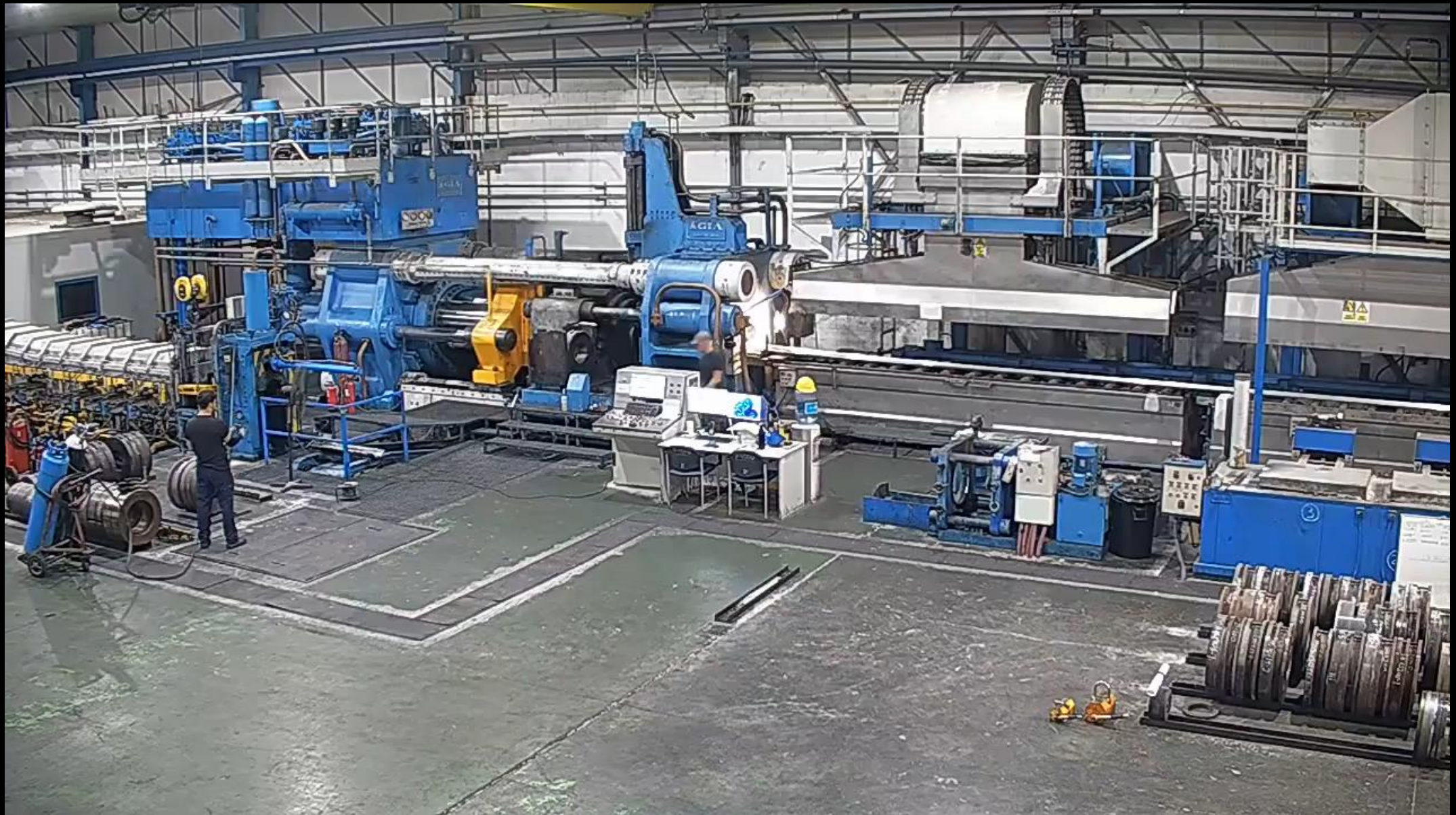


RESILIENCE IS A CHOICE.

**FM Global is a property insurance company,
so why do you hire engineers?**



[INTERNAL ONLY]



[INTERNAL ONLY]

Merging Engineering with Consulting



FM Global uses engineering solutions to protect our clients from:

- Fires
- Floods
- Windstorms
- Earthquakes
- Explosions
- Equipment Breakdown



Types of clients



As an FM Global Consultant Engineer, you:



- Work independently and enjoy flexibility
- Use a blend of technical engineering and consulting skills
- Identify hazards and communicate solutions
- Collaborate with a broad range of clients, industries and locations



WHO WE ARE

A global commercial and industrial property insurer specializing in engineering-driven solutions and research.

WHAT SETS US APART:

Nearly
▶ **200 years**
of experience

▶ **State-of-the-Art**
research and training facilities

▶ **5,400+**
employees

▶ **1,800+** loss
prevention engineers
worldwide

▶ **50%** of senior operations
managers come from an
engineering background

FEEL EMPOWERED BY:



Challenging work that
impacts global business



The autonomy to
work from home



The flexibility to set
your own schedule



Our rich culture
of support



Extensive training
and mentoring



Rewarding growth
opportunities

EXPERIENCE EXCEPTIONAL BENEFITS, INCLUDING:



Company-provided car



Competitive compensation



Comprehensive benefits including pension

FM Global Regional Operations:



Who we are looking for



Engineering degrees

- Chemical
- Mechanical
- Electrical
- Civil
- Industrial
- All!

Excited to learn

- Curious
- Driven
- Digs into details
- Embraces challenges

Interested in a work from home role

- Self-motivated
- Strong time management
- Organized
- Independent



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Preparing For a Successful Job Interview



RESILIENCE IS A CHOICE.

- Focus on answers, not questions
- Your Ultimate Study Guide
- A few things to ALWAYS be ready for
- Virtual Recruiting/Interviewing

What do we want to see from a candidate?



Interest:

- Show excitement for the job; don't assume the recruiter knows this
- Do your research (website, company fact sheet)

Fit:

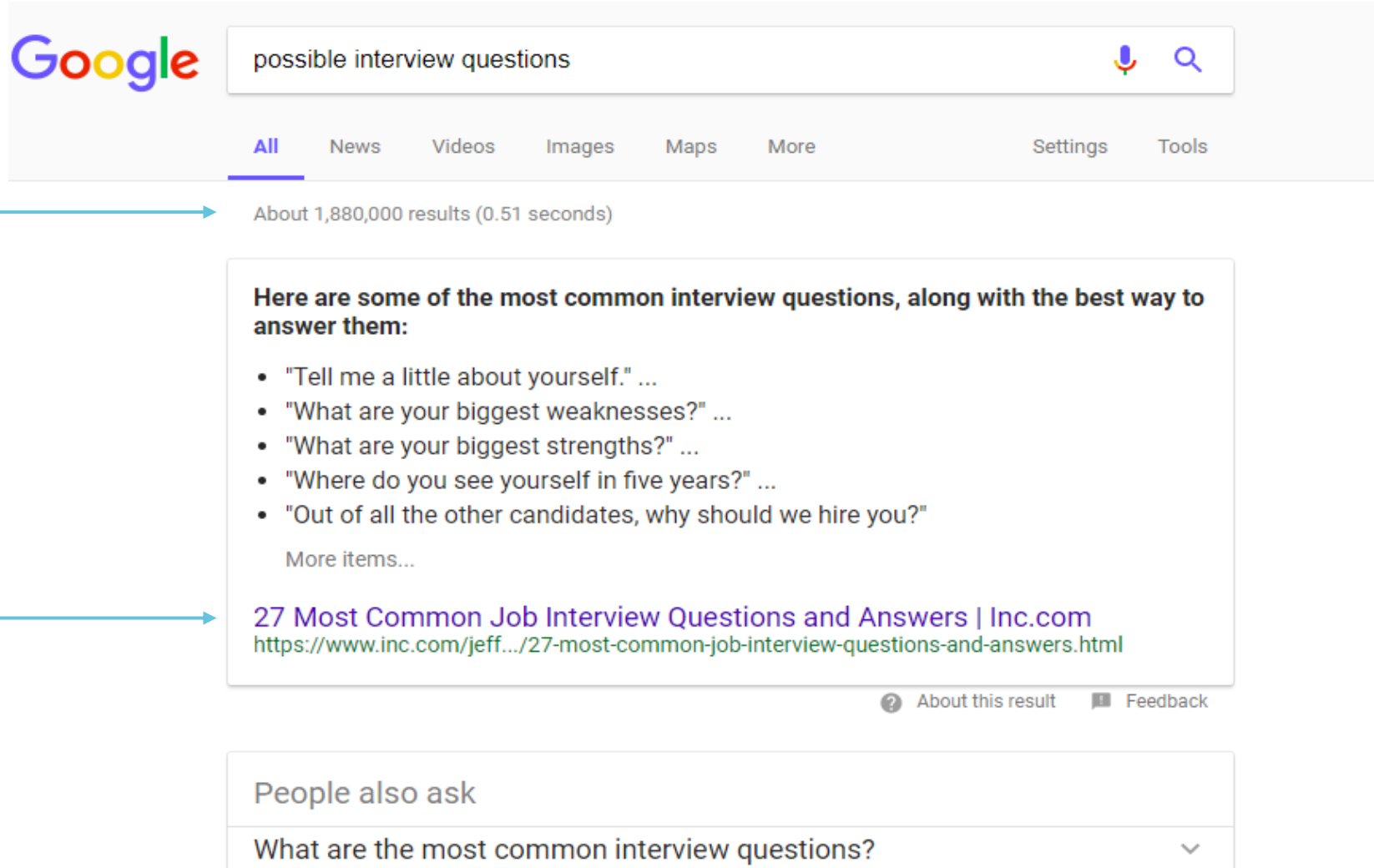
- Are you what we're looking for? Do you match the profile of past successful candidates?

**Your #1 goal is to *CONNECT*
your experience to the
parameters of the job!**

How do you know what you're going to be asked in an interview?

You Don't!

Option 1 – Focus On Questions



Google possible interview questions

All News Videos Images Maps More Settings Tools

About 1,880,000 results (0.51 seconds)

Here are some of the most common interview questions, along with the best way to answer them:

- "Tell me a little about yourself." ...
- "What are your biggest weaknesses?" ...
- "What are your biggest strengths?" ...
- "Where do you see yourself in five years?" ...
- "Out of all the other candidates, why should we hire you?"

More items...

[27 Most Common Job Interview Questions and Answers | Inc.com](https://www.inc.com/jeff.../27-most-common-job-interview-questions-and-answers.html)
<https://www.inc.com/jeff.../27-most-common-job-interview-questions-and-answers.html>

About this result Feedback

People also ask

What are the most common interview questions?

Option 2 – Focus On the *Type* of Response



- By focusing on the answers, we'll be able to focus our study on something specific
- Reduce the stress of trying to guess what you're going to be asked

- Job description = ANSWERS TO THE TEST
- Study the job description thoroughly to find common themes and skills that stand out
- This will give us clues as to how to color our answers with words and skills the interviewer is looking for (in other words: STAND OUT)

Themes?



FM Global is a leading property insurer of the world's largest businesses, providing more than one-third of FORTUNE 1000-size companies with **engineering-based risk management** and property insurance solutions. FM Global helps clients maintain continuity in their business operations by drawing upon state-of-the-art loss-prevention engineering and research; **risk management skills** and support services; **tailored risk transfer capabilities**; and superior financial strength. To do so, we rely on a dynamic, culturally diverse group of employees, **working in more than 100 countries, in a variety of challenging roles**.

Do you know how a power plant operates or why a transformer has a malfunction? Can you explain high cycle fatigue, flow associated corrosion? Have you ever seen a turbo generator break down, a lube oil fire or witness a steam turbine fail? Would you like to?

At FM Global, you have the power to influence outcomes and make a difference in the future – yours and your clients. When you join our team as a Boiler & Machinery Consultant Engineer, you can leverage your engineering background to help clients neutralize potential disasters—saving property and businesses.

With the company's nearly two centuries of knowledge and experience behind you, you'll **work hands on with some of the world's most influential organizations**, helping them understand risk and protect their assets.

Responsibilities:

Boiler & Machinery Consultant Engineers will interact with high hazard FM Global clients within the Power Generation, Forest Products-Pulp & Paper, Semiconductor, Mining, Chemical and similar industries. Experienced engineers will use their expertise to **consult with clients** to protect their facilities against mechanical and electrical breakdowns, fire and many other hazards. As a Boiler and Machinery Consultant Engineer, you will **develop strong client relationships** to **advise on risks** associated with client businesses as well as develop and **implement risk improvement strategies**.

Additional responsibilities include:

- **Evaluate the integrity and reliability of equipment, identify hazards and deficiencies** to deliver focused risk improvement solutions and reduce equipment risk
- Utilize Operating standards, data sheets and guides to **provide risk guidance** and implement best practices
- Prepare engineering reports, loss expectancies to **support risk improvement**
- **Collaborate with Operations Engineering, Client Services, Account Management and Underwriting** on Boiler & Machinery recommendations
- Engineers will work from a home office, must be able to manage their time and work independently with minimal supervision

- Risk management/analysis
 - Attention to detail
 - Problem solving/solution oriented
- Customer client interactions
 - Good communicator
 - Not *all technical*

What else???

Now what?



- In the days leading up to the interview, begin thinking of *multiple* examples of when you exhibited the trait or skills you identify in the job description
- Write out your responses and learn to SAY them
- Utilize the **S.T.A.R.** method
 - Situation, Task, Action, Result ←
 - Not STar or sTAr!
- Your examples will be able to fit into different types of questions and having practiced them, you won't have to work so hard on recall
- You'll have had time to think of the BEST examples (academic examples are OK)

The ONE Question You'll ALWAYS Be Asked



Tell Me About Yourself...?

Tell me about yourself...



What we're looking for:

- A quick high-level rundown of your work and/or school experience
- 2 or 3 points of significant achievement
- *Tie it all together into a career goal and/or why you're interested in the position*

What we aren't looking for:

- Your life story
- Personal details

Tell me about yourself... *(Example)*



I'm currently a senior at Rice University where I'm majoring in psychology. I also recently added a minor in communication to *strengthen my ability to relate and build rapport with others*. I've maintained a 3.2 GPA while also serving as president of my fraternity and playing running back on the football team. For the past two years I have worked as a sales associate in the University bookstore, *collaborating with a team of 6 other associates to deliver excellent customer service* to over 100 patrons each day. Prior to enrolling at Rice, I created and operated my own landscaping business, growing my customer base from 5 neighborhood lawns to over 50 in just one summer.

I'm interested in this particular opportunity because I'll have an opportunity to *build sales skills* and learn from some of the best and brightest at one of the world's most reputable companies, while dealing with *cutting edge cloud technology* that is second to none. I have a strong passion for working with customers to help them solve problems and aspire to build a long career in the sales industry.

Strengths and Weaknesses



Strengths:

- Pick something IN THE JOB DESCRIPTION and expand on it with an example.
“One of my biggest strengths is my ability to connect with people and build relationships. As a psychology major I’ve had an opportunity to study learning styles and personality theories extensively and as a result have become very skilled at reading customers and establishing rapport. For example, this past semester during one of my bookstore shifts....”

Weaknesses:

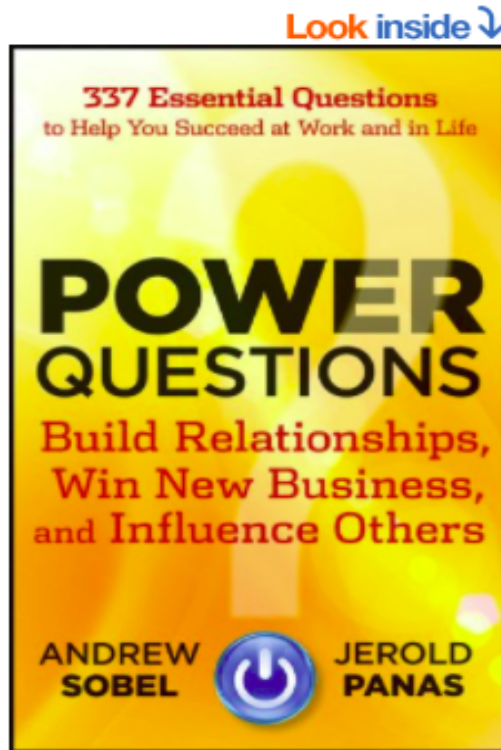
- The key is to show that you are taking deliberate steps to turn that weakness into a strength (e.g. strengthen your public speaking so you joined ‘Toastmasters’)
- Try to pick something somewhat insignificant and not critical to the job if possible
“I would really like to improve my <insert skill>. Having finished all of my business core classes, I’m glad that I have the bandwidth to work on <skill> by...”

“Do you have any questions for me?”



- The answer is ALWAYS, “Yes”
- Have several questions prepared ahead of time
- Plan on writing and asking 2-3 questions based off your discussion with the interviewer
- You mentioned <something during the interview> earlier. Could you elaborate on that?
- While I was reading <website/fact sheet, etc>, I noticed <x/y/z>. Would you be able to share some additional details?
- What are some of the projects that you’re currently working on?
- LAST ONE: Do you have any concerns or further questions regarding my ability to be successful in this role?

A Helpful Resource



Power Questions: Build Relationships, Win New Business, and Influence Others Kindle Edition

by Andrew Sobel (Author), Jerold Panas (Author)

★★★★★ 319 customer reviews

> See all 12 formats and editions

Kindle \$11.99	Hardcover \$15.19 ✓prime	Audiobook \$0.00	MP3 CD \$9.97 ✓prime
Read with Our Free App	64 Used from \$4.43 52 New from \$10.94 1 Collectible from \$15.00	Free with your Audible trial	6 Used from \$6.63 20 New from \$6.71

An arsenal of powerful questions that will transform every conversation

Skillfully redefine problems. Make an immediate connection with anyone. Rapidly determine if a client is ready to buy. Access the deepest dreams of others. *Power Questions* sets out a series of strategic questions that will help you win new business and dramatically deepen your professional and personal relationships. The book showcases thirty-five riveting, real conversations with CEOs, billionaires, clients, colleagues, and friends. Each story illustrates the extraordinary power and impact of a thought-provoking, incisive power question. To help readers navigate a variety of professional challenges, over 200 additional, thought-provoking questions are also summarized at the end of the book.

Virtual Recruiting: How to make a good impression in a virtual interview



1. Test your technology beforehand

- Camera
- Microphone (wear headphones)
- Software Program (Google Hangouts or Zoom)
- Reliable Internet Connection

2. Wear professional attire, even remotely

- You should dress the same as you would face to face.

3. Prepare in advance

- You'll get the best results if you take your time to prepare in advance.
- Do not rely on a cheat sheet.

4. Limit distractions

- Find an ideal spot in your home.
- Find a neutral wall.
- Play with lighting.
- Avoid distracting sounds.
- Turn off notifications on laptop/phone

Virtual Recruiting: How to make a good impression in a virtual interview



5. Use professional body language

- Sit up straight and ensure proper camera placement
- Avoid word fillers: “umm” & “like”
- Practice using transitional phrases
- Avoid getting “too comfortable”
- Alternative to shaking hands
- Look into the camera

6. Build rapport

- Separate yourself from other candidates
- Build a personal connection
- Ask Questions!

7. Be authentic

- Why are you the best person for the job?
- Practice active listening
- Stay focused and engaged

8. Follow up

- 24 hours after an interview or encounter with a recruiter at a fair
- Send a PDF version of your resume
- Hyperlink your LinkedIn account in your resume or to your email signature

- Your #1 goal is to connect your experiences to the skills/qualifications of the job
- Utilize the job description to get a clear understanding of what the company is looking for and what the interviewer is looking to hear
- Preparing for interview questions is OK, but take time to prepare responses/examples based off common themes in the job description
- Ask thoughtful questions that show your research and engagement
- Don't forget to write a thank you!

Any Questions?



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