



## Advice we **WISH** someone had given **US** | AISC Direct Connect 2016

### KIEWIT | core values

People.

Integrity.

Excellence.

Stewardship.

*It's the way we do  
business. Period.*

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**Take initiative** - Taking initiative is the single most important thing you must do during your internship or first few years out of college. Your job is certainly to learn, but also to produce results.

**Under-Promise and over-deliver** - This is a sure-fire formula for success. Credentials are good but results are better. You got in the door but to stay in the door you must produce. Period. Under-promising and over-delivering in everything will help you in that area.

**Be quick to listen and slow to speak** - The last thing you want to be known for is the person who talks too much. The more you talk, the less people listen. The more words you use the less power your words will have. Listen twice as much as you talk and you will thrive in your communication.

**Treat everyone equally** - Always show respect for everyone and never show partiality because of someone's status. Treat everyone the same and treat others the way you want to be treated.

**Never feel inferior** - The moment you feel superior or inferior, your identity is in the wrong place. In one sense, you must be humble, but in another, you must have confidence. If you don't believe that you can get the job done, no one else will. Be confident and don't feel inadequate.

**Ask a lot of questions** - Ask as many questions as you can. It's better to ask stupid questions than it is to make a stupid mistake that could have been avoided. Your boss knows you're new and they expect you to ask questions. Never hesitate to do so.

**Take advice** - One of the paths to success is to learn from mistakes. Smarter people will go further and apart from learning from one's mistakes, also learn from other people's mistakes. One way to do that is asking people for advice.

**Don't get discouraged** - You're going to be working alongside engineers who have a lot of experience. Don't get discouraged if it takes you longer to learn or complete tasks because you are learning them for the first time.



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