

Sarah Chin: D Talks Transcript

Host: Welcome to D Talks, the EMEA EmpoweredD Podcast Series. Sarah Chin, is here to share her thoughts on mentoring and her career. Sarah, firstly, please tell us a little bit about you.

So, my name is Sarah Chin. That's the English version. I won't give you my Chinese names. They're complicated. But, I've been with Deloitte just under ten years. I'm currently based in Hong Kong, but prior to that I was actually based in Shanghai for quite a few years.

Host: Many people credit a mentor for setting them on the road to success in their careers. Why do you believe mentoring is so important, and how does Deloitte support mentoring programs?

I think when it comes to mentoring, for me, two magic words meet. The first one is communication. I learnt this word when I was very young, and I realize the importance of it now. It's a very big word. Lots of components in communication, but I think it's being frank, direct, and honest with what you're saying, both good and bad. And to be a good mentor, you need to have that rapport or that relationship that you built with that individual, so that they don't take too negatively to some of the critique that you're giving them, but realizing that it is an area that they can improve on. I'm also encouraging them to say here are your skill sets, here are your strengths, play to those strengths, because sometimes people don't actually know themselves very much. So, I think for me mentoring, directness, openness, transparency.

Host: You've been with Deloitte 10 years. What keeps you motivated in your career?

I've done this job for many years. There's a few things about this job that motivate me. Number one, I have never ever been bored in my day-to-day job. Every day, I have something that I learn which is new. I meet a lot of very interesting, very intelligent people who challenge me. I love to meet with different people from different cultures, and I think from a job like Deloitte, there's a huge amount of opportunity, but you must put up your hand for it. You must make your opportunity. You must grab your own opportunity and then make the most of what you've got rather than sitting there waiting for somebody to give you a chance. So, it's a job that I am never bored. I never look at my watch. It's a job I just love doing. End of story.

Host: When did you join Deloitte?

I joined Deloitte in 2008, and I joined the Shanghai office. What I like is to join the best of the best, and for me, Deloitte is one of the "Top Gun." So, I'm looking for quality. I'm looking for a company with a lot of international footprint because I do like to move around. I do get bored easily. I need variety, and I think the reputation of Deloitte is second to none. So, it's a natural decision.

Host: Why have you built your career here?

I think over the years I have learned to meet a lot of different people, and I feel very privileged and very blessed that people have their trust in me. I'm allowed to make certain decisions, and they trust me to enact those decisions, and I feel good knowing I've done the right thing. It's about doing the right thing for everybody else, and the confidence and the trust in me that people give to me is something that drives me every day That's a huge thing that you just can't underplay.

Host: Thank you for joining me and Sarah Chin to talk about coaching, mentoring, and her career at Deloitte. Check out our other D Talk podcasts. They're easy to listen to when you're in front of your

laptop or you can listen on your next trip, commute, or while you're working out. For more information or to suggest a topic for a podcast, please contact Ebru Mercangöz. I'm Michelle Rollinson. Thanks again for listening!