



5 TIPS FOR INTERNS: EQ IS YOUR EDGE & WHY AI ISN'T TAKING YOUR JOB

AI can build a peer comparison, organize a data room, and summarize a call transcript faster than you can. That's fine, it should be doing that. Learn to use it for efficiencies but still spend the time to learn about your job, your company, and your colleagues. Value isn't automated, it's built person by person and relationship by relationship.

- **Bring Grit, not just polish:** Deals fall apart, data rooms are messy, and partners change their minds at 9pm. The interns who stand out are the ones who redo the model a fourth time and update the slide deck after hours because it's what needs to be done.
- **Stay Curious:** Don't just fill in the template you were handed. Ask how the template is used in the process, understand why a sector is out of favor with LPs right now. Curiosity turns a task into an insight.
- **Spend the time, do the Research:** Before you ask a senior person a question, spend twenty minutes trying to answer it yourself. Check the manager's track record, read the sell-side note, and ask your peers. Just try to figure it out first! Show up with a point of view, not just a question, and you'll earn more responsibility and trust.
 - **Top Tip!:** Check out AltsVIEWS to learn about the firms and funds you are working on or with. [AltsIQ's AltsVIEWS webpage](#) & [AltsIQ LinkedIn](#)
- **Trust your judgment, then pressure test it:** You will develop instincts about people and work faster than you expect. Voice them, but hold them loosely. The goal isn't to be right immediately, nor is it expected. You are working to build the pattern recognition that no algorithm can shortcut for you.
- **Build relationships before you need them:** The associate who explains the model today may be hiring a team of their own in a few years. Ask thoughtful questions, follow up, and stay in touch after the internship is done. Connect on LinkedIn, send a quick "congrats", share an article that made you think of them, grab a coffee when you come home. Networks are built in small moments, not big asks, and people remember who kept in touch after they got what they needed.



AltsIQ
EDUCATION | INSIGHT | LEADERSHIP

Who is AltsIQ

AltsIQ helps investment firms build stronger, more capable teams in alternative investments through our three verticals.

- **AltsLAB** delivers practitioner-led education across the alternative investment environment: private equity, venture capital, hedge funds, and private credit.
- **AltsVIEWS** is where we publish bi-monthly insights that translate complex, fast-moving industry trends into clear understanding.
- **AltsEQ** goes beyond technical knowledge to build the leadership skills that turn expertise into impact. This includes career development and organizational effectiveness.

Education | Insight | Leadership

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Hiring Managers: Reach out to us at info@altsiq.org to learn more about how we can help your interns, early-stage career employees, and non-investment staff feel more confident in their work and to create long term employees

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