



- CHANGE YOUR MINDSET - THE SKILLS ACCOUNTANTS NEED IN Q4 2025 AND BEYOND

You are hiring in a market that is changing fast. Traditional accounting skills still matter, but the value now lies in **insight, adaptability, and technology**. To stay ahead, you must think differently about what defines a great accountant.

HERE IS SOME RECENT INFORMATION:

- **Data Storytelling:** You need accountants who turn numbers into clear business insights. They must explain why results happened and what to do next.
- **AI and Automation Readiness:** Look for talent who works with technology, not against it. Routine tasks are disappearing. Value now comes from judgment, not entry.
- **Cyber Trust Awareness:** Your accountants must understand risk and data integrity. Finance now plays a key role in protecting company trust.
- **Business Partner Mentality:** Seek professionals who engage with operations, sales, and strategy. Accountants who collaborate drive growth, not just compliance.
- **Continuous Learning:** Hire for curiosity. The strongest candidates keep learning new tools, regulations, and trends before they are required.
- **Advisory Thinking:** Choose those who bring ideas, not just reports. Your best hires will anticipate business impact and propose solutions.

YOUR NEXT MOVE:

- Update your job descriptions to attract thinkers, not processors.
- Add interview questions that test adaptability and business communication.
- Invest in tech and analytics training for your current team.
- Reward insight and initiative as much as accuracy.

CHANGE YOUR MINDSET

The accountants who lead in 2026 will not be the ones doing the same work you hired for five years ago. They will be the ones helping you see what is coming next.



For a FREE Consultation, contact us today Sales@pegstaff.com