

# PERSONAL SKILLS

## Advisory Board Feedback - The Industrial Liaison Panel Meeting 31 January 2019 - SNIKS

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The Employer Advisory Panel for Humanistic IT Studies at SDU, which consists of representatives of organizations and companies that take graduates from the humanistic information and communication studies at SDU in Kolding, discussed the issue at their annual panel meeting on 31 January 2019:

### WHAT PERSONAL COMPETENCIES DO EMPLOYERS SEEK WHEN HIRING GRADUATES?

The general comments of the employers:

An overall point is that virtually all of the points below are properties that one can train in and develop within the education - so use the study time on it.

For virtually all employers, it is the personal chemistry and the personal competencies that are most important in relation to a job (provided that the minimum academic requirements are met) - even if the job advertisements rarely highlight it.

Only one company representative mentioned that they prioritise qualifications over personal competencies

### GENERAL PERSONAL COMPETENCIES

**Empathy** : You must be able to familiarize yourself with other people's feelings and situations - personally and professionally.

- You must be able to see " what's in it for them " in relation to the work situation.

**Relationship skills:** You must be able to enter into good relations with people around you:

- Be willing to find and enter into compromises
- Give and receive criticism constructively.
- Be trustworthy, honest and establish trust.
- Understand yourself in relation to others: On the radar, so you can see what situation you've arrived at, and what is need from you, so that you can move forward. Notice what is going on around you, and, when you 're good at it, try turning on the counterpart's radar so you can see what the others are thinking about you.

**Collaboration skills:**

- See the value in differences.
- Have the will to help colleagues and others to move on.
- Be outreach and see the opportunity to collaborate across functions.
- Build with / on other people's ideas.

Workplace Understanding: You need to understand how the workplace functions and align yourself with it.

- Have respect for what there is in the workplace - and sometimes even what is missing.
- Respect that things may be slow (for large organizations) and that it takes time to develop and change things.
- Assess the situation, “plug your finger into the ground” (be able to discern attitudes and moods) and see how things are going on in the workplace.
- Fill in your work role within the framework.

### **Independence**

- Take initiative and lead in a collaboration situation.
- Have the courage to set an agenda and dare to challenge.
- Stand by what you believe in and be robust and determined.
- Have the courage to move out into unknown territory.

### **Curiosity, inquisitiveness, flexibility and immersion**

- Be willing to learn new things and acquire new knowledge.
- Have the ability to set yourself a long-term goal and get there.
- Be prepared to develop yourself both professionally and personally in your position.
- Be agile and adaptable.
- You must be able to immerse yourself in a topic within a short period of time.

**Communication** skills: Depending on your work tasks, different degrees of communicative skills are required, but it is always important to have basic competencies in the following areas:

- Verbal
- Writing
- Cross-cultural and intercultural
- Presentation technique: You must be able to deliver your message sharply and accurately. And also be able to sell ideas and products both internally and externally.

### **Self -recognition and acceptance of errors**

- Be honest and acknowledge that you cannot be good at everything.
- Be good at talking constructively about yourself and your colleagues.
- Learn to accept errors: You must be able to try something new and learn from your mistakes. As a student, you often want to strive to avoid mistakes, at least at the exam, but employers prefer that you also can dare to experiment and thus risk mistakes.
- You must be able to ask for help.