

**What Employers
are looking for in
you!**

Objectives

- Discuss key skills Employers look for in a successful Intern or New-hire.
- Discuss interviewing strategies.
- Individual Activity
 - Assess your ability to provide examples of how you demonstrate skills.

Key Skills Employers Look For

- Leadership
- Works Effectively with Others
- Problem Solving/Decision Making
- Grows Capability
- Effective Communication
- Embraces Change
- Positive Attitude
- Ability to Deliver Results

Leadership Skills

- **Envision**
 - Envisions the future; recognizes opportunities; forms a clear vision of what can be achieved.
- **Engages**
 - Engages others in developing and owning the vision and strategies.
- **Energizes**
 - Energizes people and resources to realize vision.
 - Creates environment where people are inspired and motivated to do their very best.

- **Enables**
 - Enables self and others to achieve vision by leveraging strengths and removing barriers.

- **Executes**
 - Develops executable plans to deliver the strategy.
 - Holds self and others accountable for results

Works effectively with others

- Maintains positive and effective working relationships.
- Values diversity and leverages those differences to deliver results.
- Ability to give and receive feedback.
- Ability to listen.
- Accepting instructions and assignments.
- Assisting others to accomplish work group objectives.

Problem solving & decision making skills

- Smart, creative people who are problem solvers.
- Set specific, challenging, and achievable goals.
- Integrates knowledge and thinks strategically.
- Sorts through data, identifies issues, risks, & trends, and determines optimal solutions.
- Exercises sound judgment to make informed and timely decisions.
- Anticipates new problems and considers long-term effects of decision.

Grows Capability

- **Learns from success and failures.**
- **Values learning opportunities.**
- **Shares knowledge, skills, and experience to raise the competence level of the group.**
- **Coaches, mentors, and brings the best out in others.**

Effective Communication Skills

- Interacts effectively at all levels of the company.
- Expresses ideas in an effective manner.
- Clear, to the point, and understood.
- Confident and poised.
- Enthusiasm and interest in the company.
- Identifies the right issues to communicate to the appropriate audience.

Embraces Change

- Seeks out and readily accepts new ideas, experiences, opportunities, and ways of doing things.
- Initiates and manages meaningful change.
- Flexible and adaptable
 - Responds/adjusts to changing conditions.
 - Manages ambiguity.

Positive Attitude

- Can-do Attitude
- Dedication
- Persistence
- Results-oriented

Ability to deliver results

- **Academic Accomplishments**
- **Previous Work Experience**
- **Extracurricular Activities**
 - **Student Organizations**
 - **Volunteer/Community involvement**
 - **Sports**