

# 12 QUALITIES VALUED BY GRADUATE EMPLOYERS

Develop these skills on the pathway to success programme

## 1 Resilience

In the post-covid era, employers are looking for resilience and flexibility to manage the return to work and ensure graduates can face setbacks, unforeseen event and obstacles without allowing them to dominate or derail their life.

Learn more about resilience in this [toolkit video](#)

## 2 Digital skills

As digitisation and automation become more widespread, skills around the understanding and use of data will only increase in importance in the future as responsibilities for data handling and data security are shared across organisations.

Check out the digital skills section on [toolkit](#)

## 3 Managing and organising yourself and your time

In the hybrid workplace graduates need to be able to adapt and work flexibly across two different working styles and environments whilst juggling several different projects simultaneously.

Check out this advice on [time management](#)

## 4 Innovation and ideation

Innovation is a key skill required to make people and businesses competitive in the digital economy. Ideation is about trying something new to increase efficiency or boost results.

Test your innovation skills by joining the [Hack 2040 challenge](#)

## 5 Commercial awareness

Employers need graduates with the understanding for how their business works and how the organisations fits into the wider marketplace.

Improve your commercial awareness in this [mini career course](#)

## 6 Problem solving and analytical skills

Problem solving is an essential ingredient of entrepreneurialism and is a key component of good leadership as it involves using logic and imagination to come up with a solution.

Try out this problem-solving [iDEA badge](#) to develop your skills

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## 7 Teamwork and leadership

Working in a team is about showing you can collaborate, influence and compromise to build positive working relationships that help everyone achieve goals and business objectives.

Why not join an [AUSA society or sports club](#)?

## 8 Communication and networking

In the post-covid era, graduates need to develop different ways of communicating and networking in a hybrid workplace. These interpersonal skills are essential for integrating into a business environment.

Network with employers at the [North of Scotland Careers Fair](#)

## 9 Interpersonal and intercultural awareness

As sectors of the economy continue to become more diverse, there are skills needed to promote equality and inclusion in the workplace. These include strong interpersonal skills such as empathy, active listening, mediation skills and conflict management.

Try this [futurelearn course](#) (use your UoA login)

## 10 Negotiation

Good negotiation creates a deal that both parties feel good about. It's about understanding where they are coming from, their wants, needs and motivations.

Read this [article](#) to learn more

## 11 Confidence and self awareness

More skills are required in working remotely and independently. Employers need graduates to explicitly ask for help in the virtual workplace and a greater ability to drive their own development.

Watch this [video](#) from the careers service

## 12 Presenting yourself effectively

Presenting yourself effectively is about showing professionalism, time keeping, how you manage your relationships with colleagues and how you conduct yourself in the workplace.

Check out this [mini career course](#) on workplace professionalism