

## WHAT EMPLOYERS WANT

Each fall, the National Association of Colleges and Employers (NACE) surveys employers about the job market, asking, among other things: What skills and abilities does a new graduate need to be prepared for an entry-level job? How can a new graduate make a good first impression?

According to employers, the **top 10 personal characteristics** they seek in job candidates are:

1. Communication skills
2. Work experience
3. Motivation/initiative
4. Teamwork skills
5. Leadership abilities
6. High GPA/academic credentials:
7. Technical skills
8. Interpersonal skills
9. Analytical skills
10. Ethics

And, according to employers, the **top skills** they look for in job candidates are:

1. Interpersonal
2. Teamwork
3. Verbal communication
4. Analytical
5. Computer
6. Written communication
7. Leadership

There's no way around it: A high GPA is important—it's among the top 10 qualities employers look for in prospective employees. Employers say technical, analytical, and computer skills are extremely important if you want to get the job of your choice. When you're competing with your classmates for a position, good grades can give you the edge.

So, too, can having well-developed communication and interpersonal skills and leadership abilities. Year after year, recruiters say they are looking for good communicators. They want to hire people who will be able to write coherent reports and make relevant presentations to other employees. They want to hire people who will be able to relate to and interact with co-workers and customers. Many companies rely on teams of staff to conduct business. So, it's important that you be able to show a potential employer that you have learned to be a contributing member of a team.