

What Recruiters Seek in Candidates

- **Ability to communicate:** Does the candidate have the ability to organize thoughts and ideas effectively and express them clearly when speaking or writing? Can ideas be presented to others in a persuasive way?
- **Intelligence:** Does the candidate have the ability to understand the job assignment, learn the details of the operation, and contribute ideas to the work?
- **Self confidence:** Does the candidate demonstrate a sense of maturity that provides the ability to deal positively and effectively with situations and people?
- **Willingness to accept responsibility:** Is the candidate someone who recognizes what needs to be done and is willing to do it?
- **Initiative:** Does the candidate have the ability to identify the purpose for work and take action?
- **Leadership:** Can the candidate guide and direct others to obtain the recognized objectives?
- **Energy level:** Does the candidate demonstrate a forcefulness and capacity to make things move ahead and maintain work effort at an above average rate?
- **Imagination:** Can the candidate confront and deal with problems that may not have standard solutions?
- **Flexibility:** Is the candidate capable of changing and being receptive to new situations and ideas?
- **Interpersonal skills:** Can the candidate bring out the best efforts of individuals so they become effective, enthusiastic members of a team?
- **Self-knowledge:** Can the candidate realistically assess capabilities; self evaluate, and clearly recognize personal strengths and weaknesses?
- **Ability to handle conflict:** Can the candidate successfully contend with the stress situations and antagonism?
- **Competitiveness:** Does the candidate have the capacity to compete with others and the willingness to be measured by performance in relation to that of others?
- **Goal achievement:** Does the candidate have the ability to identify and work toward specific goals? Do such goals challenge personal abilities?
- **Vocational skills:** Does the candidate possess the combination of education and skills required for the position?
- **Direction:** Have the candidate determined what type of position will satisfy personal knowledge, skills, and goals?