

EMPLOYMENT CRITERIA

As a rule, the personal impression gained from the first interview is of greater importance than the written documents. The following evaluation and decision-making criteria will lead in the positive case to a job offer:

- Physical appearance, demeanour, degree of nervousness, interaction with one's contact persons
- Articulation, persuasiveness, initiative, listening skills, manner of answering questions
- Relevant professional experience, knowledge that can be abstracted, special skills, professional motivation in general
- Intellectual flexibility, realistic self-assessment and willingness to learn, communication skills
- Anticipated developmental potential, professional goals, ambition, level of self-confidence
- Willingness to assume responsibility, leadership skills and management philosophy
- Teamwork skills, ability to adjust, flexibility
- Personal values, social skills
- Mobility (national and international)
- Salary requirements and other requests
- Perhaps recreational activities/hobbies
- Type and content of one's own questions