

## Annex 9d Ranking generic competences

The ranking average was calculated assigning 5 points to the first chosen competence, 4 to the second, 3 to the third, 2 to the fourth and 1 to the fifth competence. Zero points were given to the remaining 25 competences for each respondent. Therefore the maximum average would be 5 and the minimum zero.

## Annex 9d Ranking generic competences

Label	Description	GRADUATES	EMPLOYERS
1	Ability for analysis and synthesis (summarising)	2,018	1,9376
2	Ability for applying knowledge in practice	2,2404	2,1046
3	Planning and time management	0,449	0,4075
4	Basic general knowledge in the field of law	1,1753	1,462
5	Grounding in basic knowledge of the field of employment in practice	0,3107	0,4266
6	Oral and written communication in your native language	0,7589	0,9781
7	Knowledge of a foreign language	0,4316	0,2229
8	Elementary computing skills	0,08247	0,07493
9	Ability to do research	0,5488	0,3919
10	Ability to learn (independently)	0,5022	0,5026
11	Information management skills (ability to retrieve and analyse information from different sources)	0,3694	0,1904
12	Critical and self-critical abilities (ability to give and receive criticism about job performance)	0,1483	0,08275
13	Ability to adapt to new situations	0,3948	0,4367
14	Ability for generating new ideas (creativity)	0,3629	0,3371
15	Problem solving	1,237	1,2905
16	Decision-making	0,5729	0,554
17	Teamwork	0,2952	0,4609
18	Interpersonal skills (ability to relate to other people)	0,3314	0,2963
19	Leadership	0,1559	0,1182
20	Ability to work in an interdisciplinary team	0,1477	0,1871
21	Ability to communicate with non-experts (in the field)	0,3019	0,2691
22	Appreciation of diversity and multiculturalism	0,03837	0,02768
23	Ability to work in an international context	0,1499	0,08163
24	Understanding of cultures and customs of other countries	0,02591	0,03298
25	Ability to work autonomously and efficiently	0,5523	0,4564
26	Project design and management	0,05043	0,02273
27	Initiative and entrepreneurial spirit	0,2003	0,1743
28	Ethical commitment (to work in an ethical way)	0,3386	0,6902
29	Concern for quality (wanting to succeed)	0,4144	0,6126
30	Will to succeed	0,4071	0,2408

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Ordering the competences for each group using the average ranking, we see that the last four competences (the LEAST important ones) and the FIRST five (at the end of the following table) are the same when comparing employers and graduates.

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THE COMPETENCES IN THIS TABLE ARE ORDERED FROM LEAST TO MOST IMPORTANT

ORDERED COMPETENCES EMPLOYERS		FROM LEAST TO MOST IMPORTANT	ORDERED COMPETENCES GRADUATES	
26	Project design and management		24	Understanding of cultures and customs of other countries
22	Appreciation of diversity and multiculturality	22	Appreciation of diversity and multiculturality	
24	Understanding of cultures and customs of other countries	26	Project design and management	
8	Elementary computing skills	8	Elementary computing skills	
23	Ability to work in an international context	20	Ability to work in an interdisciplinary team	
12	Critical and self-critical abilities	12	Critical and self-critical abilities	
19	Leadership	23	Ability to work in an international context	
27	Initiative and entrepreneurial spirit	19	Leadership	
20	Ability to work in an interdisciplinary team	27	Initiative and entrepreneurial spirit	
11	Information management skills	17	Teamwork	
7	Knowledge of a foreign language	21	Ability to communicate with non-experts (in the field)	
30	Will to succeed	5	Grounding in basic knowledge of the field of employment in practice	
21	Ability to communicate with non-experts (in the field)	18	Interpersonal skills (ability to relate to other people)	
18	Interpersonal skills (ability to relate to other people)	28	Ethical commitment (to work in an ethical way)	
14	Ability for generating new ideas (creativity)	14	Ability for generating new ideas (creativity)	
9	Ability to do research	11	Information management skills	
3	Planning and time management	13	Ability to adapt to new situations	
5	Grounding in basic knowledge of the field of employment in practice	30	Will to succeed	
13	Ability to adapt to new situations	29	Concern for quality (wanting to succeed)	
25	Ability to work autonomously and efficiently	7	Knowledge of a foreign language	
17	Teamwork	3	Planning and time management	
10	Ability to learn (independently)	10	Ability to learn (independently)	
16	Decision-making	9	Ability to do research	
29	Concern for quality (wanting to succeed)	25	Ability to work autonomously and efficiently	
28	Ethical commitment (to work in an ethical way)	16	Decision-making	
6	Oral and written communication in your native language	6	Oral and written communication in your native language	
15	Problem solving	4	Basic general knowledge in the field of law	
4	Basic general knowledge in the field of law	15	Problem solving	
1	Ability for analysis and synthesis (summarising)	1	Ability for analysis and synthesis (summarising)	
2	Ability for applying knowledge in practice	2	Ability for applying knowledge in practice	