

Skills and Traits Recruiters Value Most When Interviewing Construction Management Students for Internships and Full-Time Positions

Interviews are a common method for companies to find whether a candidate meets all the requirements for the job at hand. Questions asked by interviewers tend to focus on hard skills, also known as technical skills, soft skills and other traits that are highly valued by the company. The objective of this project is to find which hard skills, soft skills and traits construction management professionals value most when interviewing students. The methods used for data gathering were in-person interviews and a survey which was sent to construction industry contacts. The ultimate goal of this report is to relay these findings to construction management students to help prepare them for future interviews.

Keywords: Soft Skills, Hard Skills, Values

Hard Skills

Characteristics

- Measurable
- Teachable
 - through schools, jobs or self-taught
- Also called “Technical Skills”

Examples

- Typing Speed
- Proficiency in a foreign language
- Ability to use software programs
- Computer programming

Soft Skills

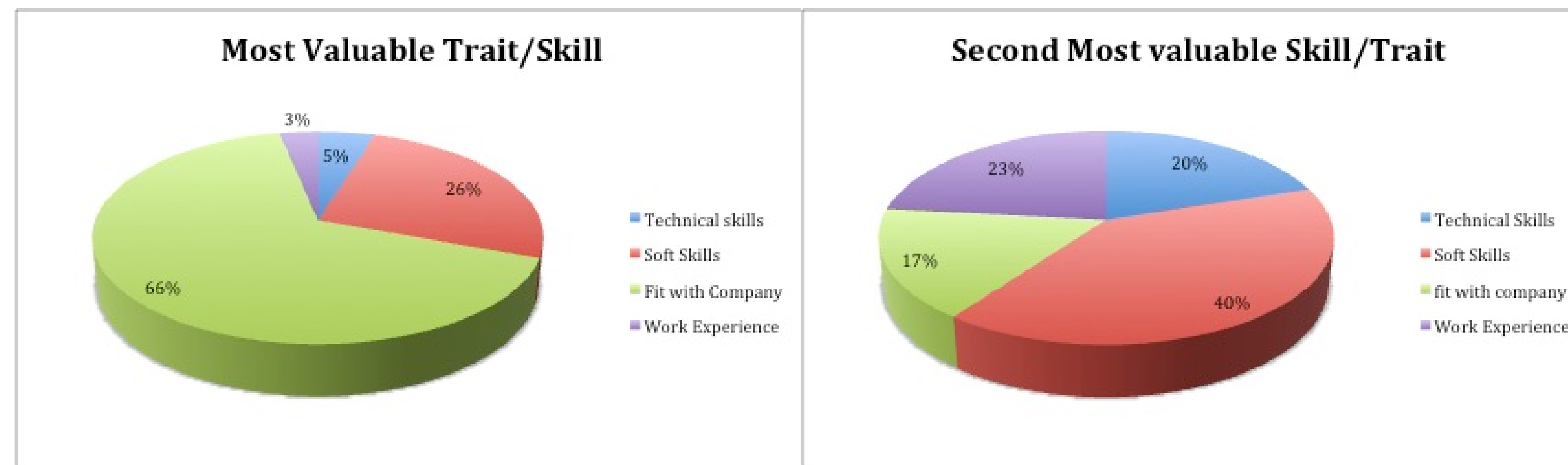
Characteristics

- Subjective
- Self-developed
- How you interact or relate to others

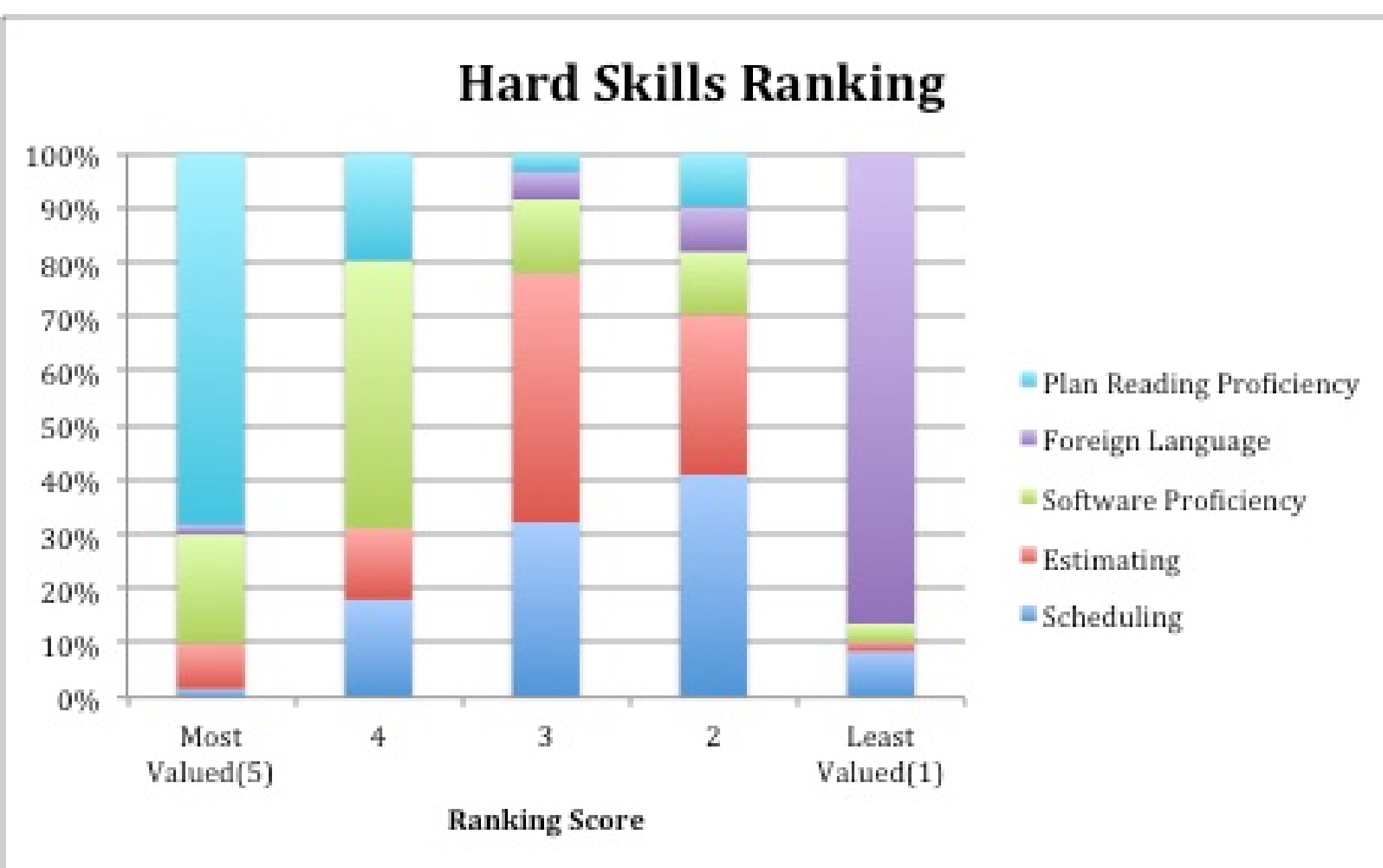
Examples

- Etiquette
- Communication
- Teamwork
- Leadership

Most Valued Hard Skills



Most Valued Soft Skills



Overall Most Valued Skills and Traits. Taken from a survey of over 60 participants

Miscellaneous Skills and Traits

