

NACE – National Association of Colleges & Employers
Outlook 2016: Attributes Employers Want to See on New College Graduates' Resumes

“What do employers look for when they are seeking new college graduates to take on jobs? According to NACE’s *Job Outlook 2016* survey, they are looking for leaders who can work as part of a team. More than 80 percent of responding employers said they look for evidence of leadership skills on the candidate’s resume, and nearly as many seek out indications that the candidate is able to work in a team. (See Figure 1.) Employers also cited written communication skills, problem-solving skills, verbal communication skills, and a strong work ethic as important candidate attributes.

In terms of attributes heading the list, current results are largely consistent with those posted in last year’s survey. Respondents to the current survey gave slightly greater weight to verbal communication skills than was the case last year, and slightly less weight to analytical/quantitative skills.”

Figure 1: Attributes employers seek on a candidate's resume

Attribute	% of respondents
Leadership	80.1%
Ability to work in a team	78.9%
Communication skills (written)	70.2%
Problem-solving skills	70.2%
Communication skills (verbal)	68.9%
Strong work ethic	68.9%
Initiative	65.8%
Analytical/quantitative skills	62.7%
Flexibility/adaptability	60.9%
Technical skills	59.6%
Interpersonal skills (relates well to others)	58.4%
Computer skills	55.3%
Detail-oriented	52.8%
Organizational ability	48.4%
Friendly/outgoing personality	35.4%
Strategic planning skills	26.7%
Creativity	23.6%
Tactfulness	20.5%
Entrepreneurial skills/risk-taker	18.6%

The *Job Outlook 2016* survey was conducted from August 5, 2015, through September 13, 2015, among NACE employer members. A total of 201 NACE employer members participated in the survey—a 20.1 percent response rate. - See more at: <http://www.nacweb.org/s11182015/employers-look-for-in-new-hires.aspx#sthash.jmqVQO6B.dpuf> <http://www.nacweb.org/s11182015/employers-look-for-in-new-hires.aspx#sthash.jmqVQO6B.dpuf>