



## Our top 5 candidate competencies

As a recruiter, we see a lot of candidates from all walks of life seeking a change of scenery or entry into the property industry. So what qualities do we revere most highly in our candidates? They are the same qualities that we look for in our very own staff.

Let's be clear, we are not talking about personality traits here. As defined by Ross Clennett (management and recruitment trainer extraordinaire!), we are talking about a specific, measurable action or behaviour that is required for successful performance within a defined context. Industry experience, age, gender or ethnicity are not the driving factors of effective performance, competencies are.



Here are the top 5 qualities we look for when screening candidates for our clients:

1. **Initiative** – People that show initiative in their work go beyond doing the bare minimum, generate new ideas and opportunities, are proactive and don't need to be constantly prompted.
2. **Conscientious** – People with an awareness and understanding of the physical, relational and cultural dynamics surrounding them integrate well with team members and are able to cope much better with change.
3. **Reliability and consistency** – Having dependable staff who take responsibility for their work load and duties are an asset to any business.
4. **Enthusiasm** – This may sound clichéd, but people who have motivation for what they do are happier in their jobs and contribute positively to their workplace environment.
5. **A desire to learn** – People who want to improve their skills and learn new things understand that knowledge is power. They see attending seminars, reading books and online study as an investment in themselves. As said by Benjamin Franklin 'An investment in knowledge pays the best interest.'

Jane Carey, Director of Edge Recruitment says 'candidates that can demonstrate some or all of the above competencies, matched with the right experience get snapped up very quickly by our clients.'