**

IN-DEPTH INTERVIEW QUESTIONNAIRE "O3\_A1 Surveys in all partner countries among stakeholders (employers, students, lecturers) of the expected soft skills of employees now and in the future".

***The purpose of the research.***

*The purpose of the study is:*

*- identification of currently expected soft skills in the national labour markets of the partners,*

*- to identify the soft skills expected on the labour market in the future,*

*- to determine what soft skills should be developed among students at universities as an element of personal success and development in the current and future labour market.*

***Respondent***

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| --- | --- | --- |
| *Entrepreneur* | *Student* | *Academic Lecturer* |
|  |  |  |

***Please answer the following questions***

***Part A. Currently expected soft skills in the labour market***

*Question 1 Please assess the current importance of soft skills in the labour market, which require development among students at present*

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| --- | --- | --- | --- | --- |
| ***Name of soft personal competence*** | ***Importance of competences*** | | | |
| *1 - high* | *2 - medium* | *3 - low* | *4 - no matter* |
| 1. *striving for results* |  |  |  |  |
| 1. *flexibility of thinking* |  |  |  |  |
| 1. *readiness to learn* |  |  |  |  |
| 1. *creativity* |  |  |  |  |
| 1. *organisation of own work* |  |  |  |  |
| 1. *mindfulness* |  |  |  |  |
| 1. *decision-making* |  |  |  |  |
| 1. *handling ambiguity* |  |  |  |  |
| 1. *stress management* |  |  |  |  |
| 1. *troubleshooting* |  |  |  |  |
| 1. *prioritisation* |  |  |  |  |
| 1. *managing myself in time* |  |  |  |  |
| 1. *the ability to see deeper meanings, hidden meanings* |  |  |  |  |
| 1. *Assertiveness* |  |  |  |  |
| 1. *self-presentation* |  |  |  |  |
| 1. *building relationships (with clients, colleagues, superiors)* |  |  |  |  |
| 1. *Delegation* |  |  |  |  |
| 1. *taking care of the good atmosphere;* |  |  |  |  |
| 1. *sharing knowledge and experience* |  |  |  |  |
| 1. *communication skills* |  |  |  |  |
| 1. *personal culture* |  |  |  |  |
| 1. *motivating others to work* |  |  |  |  |
| 1. *critical thinking* |  |  |  |  |
| 1. *rewarding* |  |  |  |  |
| 1. *negotiation* |  |  |  |  |
| 1. *intercultural familiarity* |  |  |  |  |
| 1. *customer orientation* |  |  |  |  |
| 1. *persuasion and influence* |  |  |  |  |
| 1. *presentation* |  |  |  |  |
| 1. *leadership* |  |  |  |  |
| 1. *conflict resolution* |  |  |  |  |
| 1. *teamwork* |  |  |  |  |
| 1. *adaptability* |  |  |  |  |
| 1. *multicultural* |  |  |  |  |
| 1. *virtual collaboration* |  |  |  |  |
| 1. *ability to handle new media* |  |  |  |  |
| 1. *network work and cooperation* |  |  |  |  |
| 1. *acceptance of changes* |  |  |  |  |
| 1. *initiation of changes* |  |  |  |  |
| 1. *filtration of information* |  |  |  |  |
| 1. *trans disciplinariness* |  |  |  |  |
| 1. *defining your own working philosophy* |  |  |  |  |
| 1. *others (please make your own proposals)*   *……………………………………* |  |  |  |  |

***Please propose the content of the courses/training for the 4 most important soft skills indicated in question 1. The courses should develop the most important skills indicated.***

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| ***Name of soft skills*** | ***Proposed course/training course content and contents*** |
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***Part, B. Soft skills expected in the future labour market***

*Question 1. please assess the importance of soft personal competences on the labour market in the future, which need to be developed among students now*

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| --- | --- | --- | --- | --- |
| ***Name of soft personal competence*** | ***Importance of competences*** | | | |
| *1 - high* | *2 - medium* | *3 - low* | *4 - no matter* |
| 1. *striving for results* |  |  |  |  |
| 1. *flexibility of thinking* |  |  |  |  |
| 1. *readiness to learn* |  |  |  |  |
| 1. *Creativity* |  |  |  |  |
| 1. *organisation of own work* |  |  |  |  |
| 1. *mindfulness* |  |  |  |  |
| 1. *decision-making* |  |  |  |  |
| 1. *handling ambiguity* |  |  |  |  |
| 1. *stress management* |  |  |  |  |
| 1. *troubleshooting* |  |  |  |  |
| 1. *prioritisation* |  |  |  |  |
| 1. *managing myself in time* |  |  |  |  |
| 1. *the ability to see deeper meanings, hidden meanings* |  |  |  |  |
| 1. *Assertiveness* |  |  |  |  |
| 1. *self-presentation* |  |  |  |  |
| 1. *building relationships (with clients, colleagues, superiors)* |  |  |  |  |
| 1. *Delegation* |  |  |  |  |
| 1. *taking care of the good atmosphere;* |  |  |  |  |
| 1. *sharing knowledge and experience* |  |  |  |  |
| 1. *Communication skills* |  |  |  |  |
| 1. *personal culture* |  |  |  |  |
| 1. *motivating others to work* |  |  |  |  |
| 1. *critical thinking* |  |  |  |  |
| 1. *rewarding* |  |  |  |  |
| 1. *negotiation* |  |  |  |  |
| 1. *intercultural familiarity* |  |  |  |  |
| 1. *customer orientation* |  |  |  |  |
| 1. *persuasion and influence* |  |  |  |  |
| 1. *presentation* |  |  |  |  |
| 1. *leadership* |  |  |  |  |
| 1. *conflict resolution* |  |  |  |  |
| 1. *teamwork* |  |  |  |  |
| 1. *adaptability* |  |  |  |  |
| 1. *multicultural* |  |  |  |  |
| 1. *virtual collaboration* |  |  |  |  |
| 1. *ability to handle new media* |  |  |  |  |
| 1. *network work and cooperation* |  |  |  |  |
| 1. *acceptance of changes* |  |  |  |  |
| 1. *initiation of changes* |  |  |  |  |
| 1. *filtration of information* |  |  |  |  |
| 1. *trans disciplinariness* |  |  |  |  |
| 1. *Defining your own working philosophy* |  |  |  |  |
| 1. *Others (please make your own proposals)*   *…………………………………………* |  |  |  |  |

***Please suggest the content of the courses/training for the 4 most important soft skills indicated in question 2. The courses should develop the most important skills indicated.***

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| ***Name of soft personal skills*** | ***Proposed course/training course content and contents*** |
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***Information about the respondent***

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| --- | --- | --- |
| *Gender* | *Female* |  |
| *Male* |  |
| *Age* | *Years* |  |
| *Country* | *Bulgaria* |  |
| *Germany* |  |
| *Italy* |  |
| *Portugal* |  |
| *Poland* |  |

***Information about the interview***

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| --- | --- |
| *Name of the interviewer* |  |
| *Date of the interview* |  |
| *Place of interview/way of interviewing* |  |