

"The Power of Personality: How Personal Traits Influence Hiring Decisions"

The IT industry has undergone a significant transformation over the past two decades, with the advent of new technologies and the rise of digitalization. As a result, employers in the IT and creative computing industries are looking for candidates who possess a range of personal characteristics that can help them succeed in this dynamic field.

Here are six personal characteristics valued by employers in the IT and creative computing industries:

1. **Communication:** Effective communication is crucial in IT and creative computing industries. *Eg:- IT professionals need to explain complex concepts to non-technical team members, while creative computing professionals need to explain their creative ideas clearly.*
2. **Critical Thinking:** This involves analysing different software packages to figure out what a company should be using. *For instance, an IT professional might need to evaluate different cybersecurity solutions to determine the best fit for their company.*
3. **Leadership:** Leadership skills are important for managing teams and projects. *For example, a project manager in a creative gaming computing firm might need to guide a team through the development of a new video game.*
4. **Dependability:** Employers value employees who are reliable and can be trusted to complete tasks efficiently and effectively on time. This is particularly important in IT, where missed deadlines can lead to significant problems.
5. **Time Management:** Many IT and creative computing projects require strict adherence to deadlines. Good time management skills can ensure that projects are completed on time and within budget.

6. Creative Problem Solving: This is particularly valued in the creative computing industry. *For example, a game developer might need to come up with a creative solution to make a game more engaging for players.*

Some of the personal characteristics valued by employers according to the 'My personal characteristics Log' include,

Communication and literacy

This is essential for conveying information effectively and working collaboratively with others.

By delivering a presentation in front of our class, I have demonstrated strong communication and literacy skills. Communication is not just about speaking; it's about making sure your message is understood. In my presentation, I had to organize my thoughts clearly and express them in a way that my audience could understand, showing my ability to articulate ideas effectively.

Literacy, on the other hand, involves understanding and interpreting information. Here, I have presented the information that I had researched in a way that makes sense to the audience.

Moreover, presenting in front of a group requires confidence and the ability to engage with your audience, which are key aspects of effective communication. Therefore, by doing a presentation in front of our class, I have indeed demonstrated my communication and literacy skills.

Self-management

This skill is also highly valued, as it demonstrates an employee's ability to work independently and take responsibility for their work, being able to manage one's time and priorities effectively.

I had a project due in two weeks, and I knew that it would take me around 20 hours to complete. I broke down the project into smaller tasks and estimated how long each task would take. I then created a schedule that allowed me to work on the project for a few hours each day, ensuring that I would complete it on time. I also made sure to prioritize the most important tasks and avoid distractions during my work hours. By doing so, I was able to complete the project on time and to a high standard. This explains how I manage my work really well.

Team working

This is another important characteristic, as it shows an employee's ability to work effectively and efficiently with others to achieve common goals.

I have demonstrated this skill by doing a school fair last year. I worked with my classmates to organize a school fair. We divided the work among ourselves and set deadlines for each task. The class monitor was responsible for coordinating with the vendors and sponsors. Me and my classmates were responsible for organizing the items to be sold and activities. We communicated regularly to ensure that we were all on the same page and that the fair was cohesive. We also provided feedback to each other and made changes to the fair based on the feedback. During the fair, we worked together to manage the stalls and ensure that everything ran smoothly. By doing

so, we were able to create a successful and enjoyable event for everyone.

Problem solving

Problem solving is also highly valued, as it demonstrates an employee's ability to approach problems objectively and work logically to find a solution.

One time my friend was struggling with a math problem and asked me for help. I listened to the problem and identified the key concepts involved. I then broke down the problem into smaller parts and explained each step to my friend. I also provided examples and analogies to help my friend understand the concepts better. We worked together to solve the problem, and I encouraged my friend to ask questions and provide feedback. By doing so, we were able to solve the problem and my friend gained a better understanding of the concepts involved. By helping my friend solve a math problem, I've demonstrated my ability to understand the problem, break it down into manageable parts, and then use my knowledge to find a solution. This is a key skill valued in many industries, including IT and creative computing.

Application of IT or digital skills

This is also essential, as it shows an employee's ability to use technology effectively to solve problems and complete tasks.

Application of numeracy

This skill is also valued, as it demonstrates an employee's ability to work with numbers and data.

By running a school fair with my classmates, I demonstrated the application of numeracy through effective financial management. I calculated the total cost of the event, including expenses for materials, food, and entertainment. I also tracked income from ticket sales and donations, and used this data to calculate the profit. This required a solid understanding of basic arithmetic, budgeting, and financial planning. My ability to make informed decisions based on these calculations shows a practical application of numeracy skills.

Business and customer awareness

This is also important, as it shows an employee's ability to understand the needs of customers and the business.

By organizing and running a school fair with my classmates, I demonstrated business and customer awareness through practical application. I identified the needs and interests of our target audience (the students), planned and executed an event that catered to those needs, and managed resources effectively to ensure a successful event. This involved strategic planning, marketing, financial management, and customer service, all of which are key aspects of business and customer awareness.

And finally, **technical knowledge** and **leadership and organization** skills, including managing projects, being decisive, and inspiring others, are also highly valued in the IT industry.

Apart from these characteristics and skills valued by employers in the IT industry, here are some of my personal characteristics which I have.

1. **Creativity:** Being able to think outside the box and come up with innovative solutions is highly valued in many industries. *Example: A person who is able to come up with creative marketing strategies to promote a product.*
2. **Adaptability:** Being able to adapt to new situations and environments is essential in today's fast-paced work environment. *Example: A person who is able to quickly learn new software programs and adapt to changes in the workplace.*
3. **Attention to detail:** Being able to pay close attention to details is important in many industries, especially those that require precision and accuracy. *Example: A person who is able to identify errors in a document or spreadsheet.*
4. **Emotional intelligence:** Being able to understand and manage one's own emotions, as well as the emotions of others, is important in many industries. *Example: A person who is able to empathize with customers and provide solutions to meet their needs.*
5. **Open-mindedness:** Being open-minded means being receptive to new ideas and perspectives. Employers value employees who are open-minded because they are more likely to be adaptable and willing to learn new things. *Example: When we are working on a project with a team, and one of your team members suggests a new approach to solving a problem. Instead of dismissing the idea outright, we should listen to their suggestion and consider it carefully. We may find that their idea has merit and could lead to a better outcome for the project. By being open-minded, you are able to work collaboratively with your team members and achieve better results.*

There are also some characteristics which I lack or need improvement on. Some of them are,

➤ Enough IT knowledge

I still lack enough IT related knowledge which will facilitate my life in the future. So I am currently doing a computer course which will hopefully help me in gaining a good enough idea about this industry and its works.

➤ Teamwork

This is also a huge flaw of mine which I hope to overcome. The computer course which I am currently doing involves many group activities which helps me build up my team working skills.

Sources :-

- [Characteristics Valued by Employers in the IT Industry. | James Stevenson \(wordpress.com\)](#)