Not Positioned Right

Hiring managers believe “strategic perspective” is the most valued skill for job seekers to have at the managerial level.

Managerial level job seekers are most likely to say “strong work ethic” is the skill that best describes them.

74% of hiring managers think job seekers should have a mentor or career counselor.

Only 40% of job seekers report having a professional resource like a mentor.

Future Skills Mismatch

What hiring managers think is becoming more important vs. what job seekers think

- 66% of hiring managers think “strategic perspective” is important.
- 53% of hiring managers believe “global outlook” is important.
- 75% of hiring managers think “ability to cross-functional team” is important.
- 46% of hiring managers think “need for analytical skills” is important.
- 55% of hiring managers believe “importance of global outlook” is important.
- 70% of hiring managers think “ability to cross-functional team” is important.

Overconfident

67% of hiring managers feel they don’t have to settle for a candidate with the perfect qualifications for the job.

72% of job seekers are confident they know how to present their skills and experience to an interviewer.

Missing a Mentor

54% of hiring managers think “a mentor should have a mentor” is needed.

40% of job seekers report having a professional resource like a mentor.

Source

The 2015 Job Preparedness Indicator survey is designed to identify gaps between the skills candidates say they have and the skills employers seek to fill available positions. The survey was conducted among 507 U.S. job seekers and 500 U.S. hiring managers. For more information, please visit the full research report at careeradvisoryboard.org.