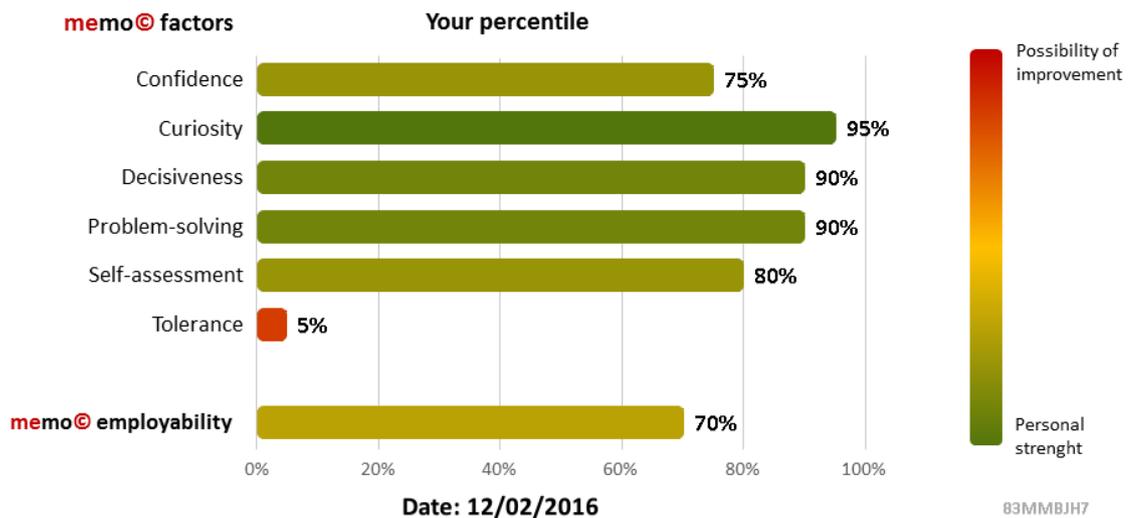


YOUR EMPLOYABILITY SCAN RESULTS

A picture of your personality dispositions

These are key aspects of your personality as assessed by the Employability Scan, compared to the results of other students from around the world who also participated in the survey:



Dear student,

The figure above displays the scores of your memo© factors of Confidence, Curiosity, Decisiveness, Problem-solving, Self-assessment and Tolerance and the average score of those – the memo© Employability value. The values are calculated from the questions you answered in the survey and are compared to the results of tens of thousands of individuals who also participated. **The higher the values, the better you performed in comparison with others.**

You are the only person who will ever have access to your particular results, so do not forget to **SAVE THEM.**

1. About memo© factors
2. About the memo© survey
3. What to do with the results

1. About memo© factors

In the chart at the top of this report, your **percentile** is displayed for each memo© factor, representing the proportion of previously tested students whose results are worse than yours. I.e. if your score is 50%, you are a perfectly median student in that factor – half of the students who participated before had a better score than you and half were worse. The higher the number, the more you can consider that particular factor to be your personal strength. The lower it is, the more space for improvement you have and you should consider focusing on development in that aspect of your personality.

memo© Employability

The memo© Employability value is calculated as the mean of the six individual factor scores below. This value comprises of aspects of your ability to deal with foreign concepts, to find solutions to challenges and to work towards success. A high memo© Employability value represents a comprehensive ability to assert oneself on the labour market and to start a successful career. In contrast, people with a low value might struggle in their professional growth even if their field-specific skills and knowledge are well-developed.

It has been proven that alumni with a high memo© Employability value are more likely to reach managerial positions within a couple of years after graduation and are less threatened by unemployment than those with lower scores.

memo© factor: Confidence

High values on this factor point to a high degree of self-sufficiency and a strong conviction of one's own abilities – aspects that may positively impact academic success.

Individuals with high values for this factor may however also be inflexible and set in their ways.

Low values show doubt about one's own abilities and perseverance, which might be grounded in negative experience or insecurity.

memo© factor: Decisiveness

High values point to an active and decisive individual, who may have a critical attitude toward the content of his or her study programme.

Low values suggest that the individual is more likely to reconsider his or her decisions to accommodate the opinions of others.

memo© factor: Problem-solving

High values reflect a “problem-solver” who does not like to delve into the insoluble aspects of a task but rather focuses on the doable, and also likes a challenge. Such individuals may either be very pragmatic in their approach to academic education, considering it as a means to solve practical problems, or else very theory-oriented in that they are attracted to problem-solving as an academic exercise.

Low values reflect an individual who is well aware of problems or the problematic aspects of a situation and might be more concerned with identifying the problem than with solving it. Accordingly, such an individual would be less goal-oriented and may have an altogether less

future-oriented perspective on things.

memo© factor: Self-assessment

High values for this factor indicate that a person knows his or her strengths and weaknesses. This capacity for self-assessment not only leads to a more relaxed relationship with other people or new demands, but also might prevent disappointment with the higher education institution.

Low values, on the other hand, suggest an altogether higher stress level that can be caused by a misjudgement of one's own abilities, accompanied by difficulty understanding the demands and requirements of the study programme.

memo© factor: Curiosity

High values of this factor indicate that a person is not only open to new experiences but actively seeks them out. This also applies to new academic challenges.

Low values hint at an altogether more reluctant attitude towards new experiences and a greater appreciation of what is familiar.

memo© factor: Tolerance

High values of this factor mean that a person is capable of tolerating the behaviour and values of other people without compromising his or her own values.

Low values mean that a person feels very uncomfortable if confronted with other people's different values and ways of life. Such individuals may espouse a more traditional view of things, based on their own perspective and experience as influenced by family, society and established norms and values. Deviation from what is conceived of as "normal" is perceived as threatening or at least discomforting.

2. About the Employability Scan and memo©

The Employability Scan is a tool developed to measure students' readiness for a professional career and its longitudinal development. By participating in this survey every year, you get your major personality traits measured psychometrically, thanks to which you can assess your career prospects, identify potential for improvement and evaluate the progress you make.

Moreover, your university receives a unique set of data that allows it to assess the efficiency of individual interventions, policies and programmes. By participating in the survey, you help to improve the study experience for yourself as well as for generations of students to come.

The Erasmus Impact Study developed by CHE Consult for the European Commission in 2014, and based on the same methodology as this Employability Scan, revealed that 92% of employers consider personality traits relevant in recruitment (with five of the six memo© factors being on or above this level), which is more than for field-specific skills and job-related experience.

As recent research shows, a student's personality is crucial for his or her career success. In the labour market of the 21st century, information becomes quickly out-dated and job-specific skills can in most cases be trained on demand – and even have to be, since many of the top job positions of tomorrow do not even exist yet and, as confirmed by EIS as well as other research, job volatility and position-switching is common among young people nowadays.

The factors have been developed based on extensive research in this area and validated on a sample of tens of thousands of students, alumni and academic staff. If you want to learn more about the methodology, visit our webpage memo-tool.net.

Your institution will receive a data report that contains only aggregated data which does not allow the identification of individual students. Neither names nor other personal information such as email addresses will be stored linked to the results data.

3. What to do with the results

In general, personality is slow to change through maturation. However, major university experiences (such as internships, excursions, mobility, etc.) can have an effect and change your behaviour and thinking. Your student counsellor or advisor might be the right person to talk to if you want to learn more about how to improve your personality traits and better prepare for the labour market. However the main advice is simple: be open to new experience, do not avoid different cultures, challenge yourself and keep growing.

Knowing yourself is the first step to success. Nevertheless, it helps when others also know of your strengths. Download, save and print this personal feedback to have it ready for your future employers. Recruiters receive tons of CVs daily but with **memo©** and Employability Scan you can make yours unique.

Visit our webpage memo-tool.net to learn more about **memo©** and Employability Scan. If you would like to give us your feedback on this personal report or on the survey, please send an e-mail to: emplo.scan@che-consult.de.