

HELP YOUNG TALENT

DEVELOP

A PROFESSIONAL MINDSET

BY MORE THAN SOUND

THE CHALLENGE

WHAT BUSINESS LEADERS EXPECT VS WHAT RECENT GRADUATES OFFER

Hay Group surveyed 450 business leaders and 450 recent graduates based in India, the US, and China. A massive 76% of managers reported that entry-level workers and recent grads are *not ready* for their jobs.

Skills New Professionals Have



Skills New Professionals Lack



New grads don't value emotional intelligence's role in professional environments. And we know these qualities are necessary for strong motivation, sustained focus, and productive collaboration.

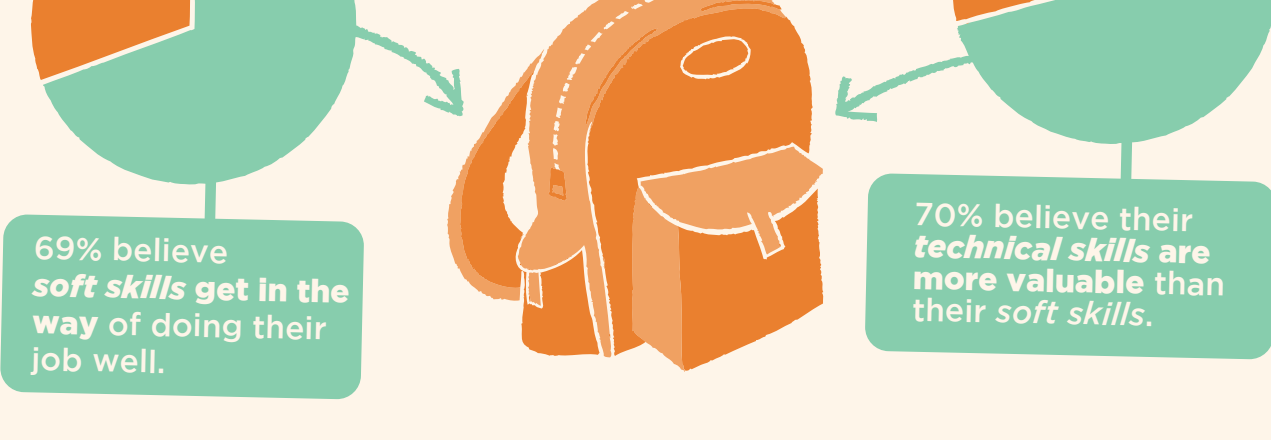
Common Sought-After Soft Skills among Hiring Managers

- Collaborative
- Adaptable
- Resilient
- Open to Diversity
- Cool-Headed

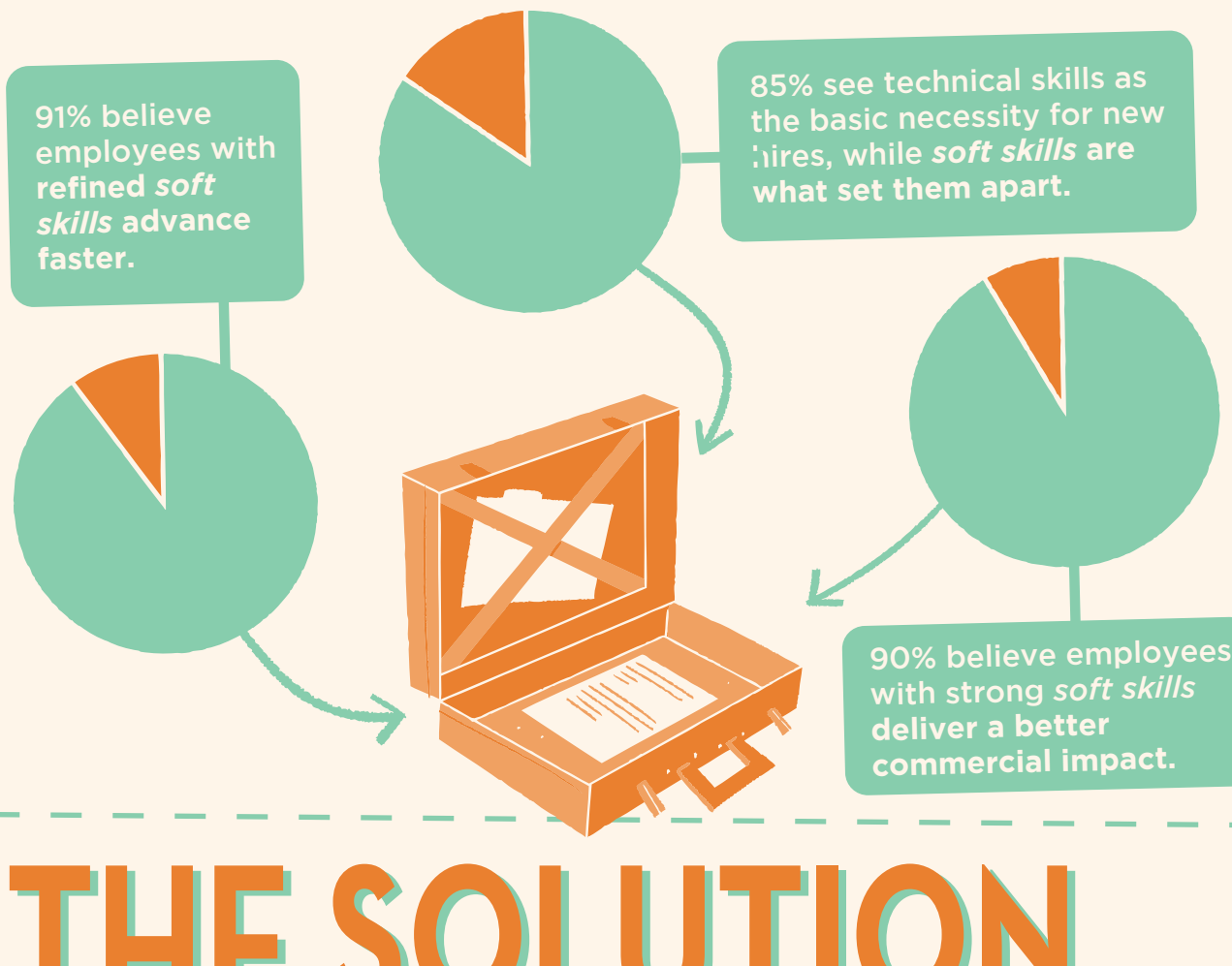
- Empathetic
- Clear Communicator
- Good Listener
- Self-Disciplined

THE FINDINGS

THE GRADUATE'S MINDSET



THE LEADER'S MINDSET



THE SOLUTION

PROMOTE SELF-REGULATION

The signifiers of emotional self-regulation are easily identified. A person who knows how to self-regulate possesses:

acceptance of uncertainty and change

an inclination towards reflection and thoughtfulness

integrity — specifically, the ability to say no to impulsive urges

TEACH TIME MANAGEMENT

Introduce specific time management methods. When you're interrupted, practice asking yourself: *Can this wait?* You'll find that the answer is almost always Yes. Communicate this clearly — and kindly.

CREATE A MENTOR PROGRAM

This is an opportunity for new grads to:

make connections

practice face-to-face communication

see another aspect of the organization

hear interesting career stories

get a big picture perspective

LEARN MORE

The HR and EI Collection is designed to fill the gaps in your learning and development library. HR executives, senior leaders, and management coaches can tailor team trainings or one-on-one sessions to address common performance obstacles. Visit morethansound.net to find the right collection for you.

illustrations by bryant paul johnson