

## ► JOB SEARCH TIPS

ON THE LINKS BELOW WE HAVE GATHERED INFORMATION TO HELP AND INSPIRE YOU ABOUT TESTS USED IN JOB INTERVIEWS

- [Psychometric test](#)
- [Job simulation](#)
- [Aptitude test](#)
- [DISC test](#)

○ DECEMBER

○ 2015

# Dual Career *Newsletter*



INTERNATIONAL STAFF MOBILITY

## Dear Members of the Dual

December is the month where so many things are going on. At work people need to finish budgets, want to reach targets and publish 2016 strategies. But of course everybody is also busy buying and receiving presents, making and eating wonderful food and being together with friends and relatives.

There are many Danish December traditions we could share with you. We picked one, which is not so well known for non – Danes: “*julemærke*” (Christmas seals).

It is not unusual for Danes to write a lot of Christmas cards to friends and family; most of them are provided with the Christmas seals.

The cards are never printed in advance in the Hallmark fashion, but handwritten like in the good old days. The Christmas seals are used on letters and postcards,

just like stamps, but they are not mandatory. They are sold only around Christmas time and the revenue is distributed to children in need.

Since its debut in 1904 the seals have been copied in many countries around the world. They are designed each year by specially invited artists and produced by the “*Julemærkefonden*” charity. Among the most famous designers is HRM Queen Margrethe II, who is also the artist behind this year’s seal (picture on the right).

We would like to wish you a fantastic December with a lot of “*hygge*”. Thank you all for your positive energy and presence at our events. We hope to see you again in 2016 with more and new exciting workshops, kids events and informal networking meetups. We wish you a Merry Christmas and a Happy New Year!

Mark de Vos & Mary K. Kobia



Life isn't measured by the number of breaths you take, but by the number of moments that take your breath away.



## Spotlight: Tests at job interviews

*What to expect and how to prepare?*

This test measures your personality in 36 dimensions and it is often combined with an IQ-test.

*How can you prepare for a test?*

To help you perform well during a personality test or an IQ test, it's important to get a good night's sleep and be quick as well as truthful in all your answers. Practice by taking personality tests online so you get a sense of what to expect. The more you practice different IQ-test – the more likely you are to get a higher score.

With personality tests it is important to visualize yourself "fitting" the job. Based on your research of the company, imagine the ideal candidate. Then look back at your own career and think of when you have been in positions where you did similar tasks.

Get into this role and start answering the questions from this perspective. Don't try to manipulate the test and answer what you think they would like to hear – it will often give a very bad and inconsistent result.

*What do you love most about your job?*

To inspire people and help them to be the best version of themselves!

Please feel free to attend our next [International Career Spouse Lunch 9th December](#), where Fredi will be providing you with more input on test and how to prepare.

This informal and cozy event provides the opportunity for you to ask any questions you may have in this area.

*Be sure not to trigger a lie or fake good scale in the Personality Test*

As part of the hiring process in Denmark, it's very common that employers use tests at job interviews. I met up with [Fredi Falk Vogelius](#), Certified Coach and Consultant with extensive experience in various test methods, to get his input on how one best prepares for these tests.

*What types of tests are most common at job interviews?*

It depends on the size of the company. In many smaller companies (under 100 people) you will be asked to complete a DiSC test. This is a simple assessment tool that measures your personality in 4 dimensions: Dominance, Influence, Steadiness and Conscientiousness. In larger companies such as LEGO, or NOVO, they use a more complex personality test; Saville Consulting Wave® Professional Styles.

## WELCOME TO NEW SPOUSES



- Anna Illarionova  
Germany
- Bernadette Diouf  
Senegal
- Filip Krizek  
Slovakia
- Gunnur Ýr Gunnarsdóttir  
Iceland/Britain
- Joseph Hoffman  
USA
- Lisa Conlon  
Australia
- Stefanie Dreier  
Germany

## UPCOMING EVENTS

### INTERNATIONAL STAFF MOBILITY (ISM) - INTERNATIONAL CAREER SPOUSE LUNCH 10.00-13.00HRS

- ⇒ **January 13th** - Alternative Job Search Methods; Why Wage Subsidy or 4 weeks Internship? What does it mean and how does it work? - [Please register here](#)
- ⇒ **February 10th** - What is your STAR-quality? Get introduced to the STAR-method that helps you analyse your cores skills and results - [Please register here](#)
- ⇒ **March 9th** - Hands-on approach to LinkedIn - [Please register here](#)
- ⇒ **April 13th** - Networking: Coffee 2 go or stay? Tips on how to book a coffee meeting [Please register here](#)
- ⇒ **May 11th** - Meeting and getting advice from an HR professional - [Please register here](#)
- ⇒ **June 8th** - Danish Working Culture - [Please register here](#)

Please visit our website for more information on all events [www.ism.ku.dk](http://www.ism.ku.dk)



### KID'S EVENTS

We are pleased to invite you for enjoyable and informal meet-ups where you are welcome to bring your children! For more information and how to sign up see below links.

[Mama & Papa Club](#)

Every 2nd Thursday 13:00-15:00

[Fastelavn](#)

5th February - 10:00-13:00

[Kids Dance Event](#)

8th April -10:00-13:00