



IDCN Event on 23 February, 2018, International House

On 23 February, 42 IDCN partner members gathered at International House for the **IDCN CV Clinic – How to stand out in the recruitment process.**

Mary Kagendo Kobia, Dual Career Consultant at the University of Copenhagen, started the event with a motivating speech on the challenges and opportunities of the application process. Christian Jørgensen, Head of Recruitment at Ørsted, followed this by sharing his experience and valuable insights on the importance of HR personality assessments in recruitment. In the second part of his presentation, he used examples to explain what works with CVs and what doesn't, when recruiters only have a few seconds to scan each CV.

The event continued with the attendees taking one of the most well-known personality assessment tests. Juliette van Zanten-Jansen, IDCN President, followed with an interactive workshop that gave an overview of the personality assessment to the participants and presented ways of implementing the test results in their CVs.

At the CV Clinic, participants had the unique opportunity to receive one-on-one feedback on their CVs from corporate representatives from Aalborg University, Carlsberg, Copenhagen Business School, EY, Mærsk, Novo Nordisk, Roskilde University, University of Copenhagen and Ørsted.

When applying for a job in Denmark, be prepared to face a clearly structured recruitment process that includes a personality assessment test. So why not take some time and familiarize yourself with these tests beforehand? On the one hand, knowing what to expect and feeling prepared will boost your confidence during the job interview. On the other hand, you might just learn something new about yourself while doing a mock personality test. And this could help you identifying which of your skills and personality traits make you a perfect fit for the job, or even make you consider new types of jobs that you had not thought of before. Many different tests can be found online, and you are also welcome to approach us in case you have questions.

1 How will you react?

Recruiters use the tests not because they are necessarily interested in finding out everything about your personality, but primarily to see how you behave in certain situations that your new job might entail.

2 At the job interview

While recruiters will certainly use the results of the assessment test when evaluating you as an applicant, they will also pay attention to the way you interact with them before and after the actual interview. The way you greet a recruiter or small talk with them on the way to the interview room might tell an experienced HR consultant more about you than the test itself. This might sound scary at first, but the great thing is: Knowing it, you can prepare for it and show up for the interview with the right mindset.

3 It's all about finding the best fit

Personality assessment tests are never used to trick you into stating something that might lead to you not landing the job. Rather, they are used to compare a candidate's scores with the specific job requirements and to find the best possible fit.

4 Be honest

There are no "right" or "wrong" answers in a personality assessment test. So be honest, and do not try to outsmart the test and predict the "right" answers.

But of course, always keep in mind that the test is meant to determine how you behave in a professional environment, not in your spare time. If you are shy in your private life but have no problems talking to strangers in a work setting, answer the latter when asked how outgoing you are.

5 Let the test results inspire you!

If you take a mock test to learn more about your personality, consider using the results as inspiration for describing yourself in your cover letter and CV. Imagine that you turn out to be an "ENFP personality type", which is said to thrive in creative work environments. When applying for a creative job, make sure to explain why you excel in creative environments, ideally providing an illustrative example or two from your professional history.

Keep in mind that companies will never hire you based solely on the results of a personality assessment test. They are interested in the whole package, and the test is only one of several components of their recruitment process.

The importance of having a mentor

Nuria Reguera is a HR Training Administrator at Maersk Drilling and a former volunteer of the Membership Team at IDCN.

In Spain, Nuria worked in the energy industry as a training coordinator and in other HR related jobs for over 11 years. After her stay in the UK, where she improved her English skills and collaborated as a HR officer for different charities, she found herself lacking job-hunting experience upon her relocation to Denmark. The Danish labor market is very different from the British and Spanish ones – “Calling the hiring-manager of the target company when you want to apply for a job, for instance, was completely new to me,” she admits. Luckily, it is easy to find advice and useful resources in regards to job hunting in Denmark – and especially Copenhagen with its many specialized places. In Nuria's opinion, IDCN is one of these places. “I would say it is THE place. At IDCN, you will have access to tons of information and tips on how to look efficiently for a new position in Denmark”.

Off to new pastures

Moving to a new country and being new to a city is no simple feat when one has to start from scratch – You need to build your social and professional networks. At IDCN, Nuria explains, she had the opportunity to meet people from many countries who were in the same situation. “We helped each other by sharing knowledge and information and we supported each other when our energy levels were down. Being part of IDCN also gave me the opportunity to be in contact with and participate in talks given by great professionals. This also contributed to increase my confidence and understanding of Danish companies and what they expect from us as potential employees,” she continues.

IDCN Success Story



Nuria Reguera

Learn the ropes...

When it comes to practical information and tapping into the Danish labor market, volunteering at IDCN can also be of help. For Nuria, one of the main advantages as an IDCN volunteer was having a mentor. As part of the Membership Team, Nuria's mentoring company was IDCN Corporate Partner Maersk. “I had Ayesha Hartlett from Maersk as a mentor – She is really committed to IDCN and helped me a lot with her guidance and support: First, working on my CV and giving me advice on how to make it stand out. Then, motivating and supporting me during my job search, and finally helping me to prepare for my job interview.”

Piece of advice from someone who's been there

Nuria mastered the Danish ways and found her current position, not without her fair share of struggle. Here is her piece of advice for other partners: “Don't give up! Sometimes along the way it may look like your opportunity will never come, but it is there somewhere waiting for you. You just need to believe in yourself, be active and consistent with your job search, and use all the support you have. There is always a place for all of us somewhere!”.

Who goes, who comes: Mentors' turnover at DTU

Welcome on board!

Rebecca Graf works in DTU's HR department, where she assists international employees with their move to Denmark and especially with immigration related matters. Rebecca has a lot of experience in working with spouses and expatriates, which she already started through her former work as a mobility consultant. She also performs employer-branding tasks by representing DTU in job fairs in Denmark and abroad. She herself has experience in what it is like to move abroad: She is originally from Germany, has studied at the Technical University in Tallinn, Estonia, and has moved to Denmark in October 2014.



Can you describe your motivation for becoming a mentor and the process of becoming one?

I remember how important it was for me to find a job as soon as possible after my relocation to Denmark. I received a lot of support due to my husband's work place, but I also remember how challenging it was. I want to use this experience to support and motivate other spouses, who are in the same position as I have been some years ago. I didn't have to think about it when my colleague Chiara Marmugi asked me if I want to become a mentor. It is an honor.

What makes a good mentor in your opinion?

For me a good mentor is someone who is able to adjust to the individual mentee, but also able to set rules and expectations. I also think that a mentor has to be reachable and available. I had myself the experience that I needed urgent advice from my earlier mentor and I am grateful that this was always possible. At the same time I think that it's important to be aware that the mentor can guide, whereas the mentee still is responsible for the progress.

Can you tell us an anecdote from your experience with IDCN?

My previous manager attended an IDCN event where she actually met a good friend of mine, who is also active in the network. My friend got excited when he realized that my manager was there as well.

The conversation went like this:

My friend: "You are Becci's (my nickname) boss. That's so nice!"

My manager (confused): "No, I don't have an employee called Becci"

My friend: "Yes, yes, you do. She speaks Danish and she is German"

My manager: "Ah ok. You are talking about Rebecca"

Since that day, more and more people at the office are calling me Becci, even though I kind of tried to hide my nickname. However, I think this history is showing that IDCN is a great initiative that can combine work with very good and valuable relationships.

Who goes, who comes: Mentors' turnover at DTU



Farewell, mentor!

Mikkel Hougaard Orlovski has worked as an international HR professional and intercultural trainer for 10 years. He currently works at DTU, where he until recently assisted in recruiting top researchers, and helped candidates in the challenging project of moving to Denmark and settling in. Mikkel is passionate about the value of working in an international team. He plans and conducts cultural training at DTU to create awareness and the basis for a work culture that is innovative and creative. He has mentored IDCN's communications team since 2015.

How long have you been involved with IDCN? What were your different roles during this time?

I have been involved with IDCN since the beginning, working with KU and the other founders to create the business case and get the ball rolling. The basic idea is one Mark de Vos and I discussed many years ago, but it never materialized into a realistic project until KU met with IDCN Geneva who provided us with a model for organizing ourselves and making it interesting for the companies to join. In the beginning, I started out as mentor for the communications group and recruited the first 5–6 partners, and later passed over the baton to Chiara Marmugi and am now in a sparring-role with her as my DTU job has changed. My specific interest now is to make sure, that the participating partners get relevant work experiences that they can use for job search, like doing presentations, organizing events etc.

Are there any particular gadgets in your professional toolbox that proved to be helpful in being a mentor?

My particular expertise is the cross section between culture and recruitment, and I feel that I have been able to coach and mentor our partner members on how to use IDCN as a springboard into their new careers in Denmark. The use of psychometric testing for training purposes also proved beneficial, as well as using my knowledge and network with businesses and municipalities to our partners' benefit.

What has been your favourite moment while mentoring the communications team?

My main argument for IDCN has always been the necessity for the partner companies to actively work to create opportunities for our partner members – short/long paid/unpaid internships, coffee meetings, coaching on specific job openings and so forth. So my best moment was probably the time where 3 out of our 4 members of the communications team found work at the same time. Although it was challenging for us at the time to find replacements, it just proved the worth of the IDCN organization. Two of them were at DTU in jobs created by linking our team members with the right people at the right time. Both, Cristina and Darko, are still working here full time as a PhD and project assistant respectively.



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