



## Competence definitions for PhD

<b>Analytical ability</b>	Understands a situation by dividing it into small parts or establishing the consequences. This means that various parts or aspects are compared with each other and that there is understanding of the <i>cause-effect</i> or <i>if-then relationships</i> of the facts.
<b>Self confidence</b>	Adopts own standpoints and undertakes actions based on own convictions. Acts calmly and confidently and continues to give this impression, even when faced by opposition or emotions of others.
<b>Communication</b>	Communicates ideas and information clearly and correctly, taking into account discussion partners, audience and readers, so that the message is received and understood.
<b>Drive</b>	Maintains long-term focus on achieving a set goal, also in the face of adverse circumstances and/or personal opposition.



## Extra competence definitions for researchers

<b>Conceptual ability</b>	Sees similarities between situations which do not seem to be clearly related and discovers key factors in complicated situations. Creates thinking frameworks or models and formulates multiple concepts, hypotheses or ideas based on complex information.
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<b>Presentation</b>	Presents facts, ideas and evaluations in a systematic, coherent and stimulating way.
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