

# The professional profile of PhD-holders

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## Research and development

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### Core business

- PHASE 2** Skill development
- PHASE 2** Evaluation
- PHASE 3** Information management
- PHASE 2** Expertise and methods

### Personal and relational qualities

- PHASE 2** Communication
- PHASE 2** Collaboration
- PHASE 2** Analysis, synthesis and critical thinking
- PHASE 2** Open-mindedness and creativity
- PHASE 2** Commitment
- PHASE 3** Integrity
- PHASE 2** Balance
- PHASE 2** Listening and empathy
- PHASE 2** Negotiation

### Business management and value creation

- PHASE 2** Project management
- PHASE 2** Managing risks
- PHASE 2** Decision-making

### Strategy and Leadership

- PHASE 2** Strategy
- PHASE 1** Leadership