

Appendix

Research Questionnaire

Demographic Information

Year of birth:

- 1965–1980 – Generation X
- 1981–1994 – Generation Y
- 1995–2012 – Generation Z

Gender:

- Female
- Male
- Prefer not to say

Employment status:

- I am studying
- I am studying and working
- I am working

Which skills and competencies are key for employees in an organization?

(please select up to 10 answers)

- Technological curiosity and openness to innovation
- Flexibility and adaptability to change
- Teamwork and collaboration
- Technological skills (e.g., programming, use of digital tools)
- Problem-solving autonomy
- Analytical skills and data use
- Ability for continuous learning and personal development
- Ability to work remotely and collaborate virtually
- Time management and work organization
- Negotiation skills and conflict resolution
- Empathy and emotional intelligence
- Work ethics and responsibility
- Understanding cultural diversity

- Critical and creative thinking skills
- Practical knowledge of sustainable development
- Digital skills
- Building valuable relationships with clients and stakeholders
- Foreign language proficiency
- Communication skills

To what extent are the following skills and competencies essential for an employee?

(please rate on a scale from 1 to 5, where 1 means “Not important” and 5 means “Key”)

Competency	1 – Not important	2 – Slightly important	3 – Moderately important	4 – Important	5 – Key
Technological curiosity and openness to innovation	<input type="checkbox"/>				
Flexibility and adaptability to change	<input type="checkbox"/>				
Teamwork and collaboration	<input type="checkbox"/>				
Technological skills (e.g., programming, use of digital tools)	<input type="checkbox"/>				
Problem-solving autonomy	<input type="checkbox"/>				
Analytical skills and data use	<input type="checkbox"/>				
Ability for continuous learning and personal development	<input type="checkbox"/>				
Ability to work remotely and collaborate virtually	<input type="checkbox"/>				
Time management and work organization	<input type="checkbox"/>				
Negotiation skills and conflict resolution	<input type="checkbox"/>				

Empathy and emotional intelligence	<input type="checkbox"/>				
Work ethics and responsibility	<input type="checkbox"/>				
Understanding cultural diversity	<input type="checkbox"/>				
Critical and creative thinking skills	<input type="checkbox"/>				
Practical knowledge of sustainable development	<input type="checkbox"/>				
Digital skills	<input type="checkbox"/>				
Building valuable relationships with clients and stakeholders	<input type="checkbox"/>				
Foreign language proficiency	<input type="checkbox"/>				
Communication skills	<input type="checkbox"/>				

Which forms of education do you prefer to develop your professional competencies?

(please select up to 3 answers)

- Online courses
- Postgraduate studies
- Traditional workplace training
- Learning through experience (internships, apprenticeships)
- Thematic workshops (e.g., conferences, webinars)
- Coaching and mentoring – Coaching is a process in which a coach works with a person (client) to achieve specific goals. Mentoring is a long-term process in which a more experienced person (mentor) shares knowledge, experience, and advice with someone at an earlier stage of their career.
- Self-directed learning and self-development (e.g., books, articles, blogs)