

SURVEY REPORT

“TRANSVERSAL SKILLS IN SEAFARER’S PROFESSIONS”



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Project: Skills Beyond the Sea



Sea Teach



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1. Summary

Project partners of Skills Beyond the Seas agreed in undertaking a survey to find out which informal skills should be used in the 'Informal Skills Scanner'. A sample of 122 persons, from different countries, and representing professionals from different maritime companies, organizations or institutions completed successfully the survey.

Data were collected through the use of a structured questionnaire, a copy of which is provided in the *Appendix*. The length of each survey was about 15 minutes. The questionnaire consists of several major parts to assess the following: nationality, type of institution/company/organization, size of the institution, and rating some transversal skills.

2. Background and objectives

The aim of this questionnaire is to verify through professional experience of participants, which transversal skills are required and commonly present in different seafarer ranks so that we can later assess them for the correct skill sets.

3. Methodology

The partners first collated a list of 17 transversal skills that are common in seafarers. This list was then presented to the partners' maritime experts who rated the skills for importance and this rating led to the reduced list of 10 skills to be surveyed by the questionnaire responders.

Participants of the questionnaire were asked to specify the organisation they were working for and to rate by priority some transversal skills for different ranks. Informal transversal skills are those skills that have been learned often unintentionally and in a daily informal setting (family, leisure, work) and are transferable to a wide range of occupations and sectors.

The results were deep analysed using two software: *Excel* and *SPSS*. A statistical toolset was applied (*average, standard deviation, Pearson correlation coefficient*) in order to see the results from different points of view according to the survey answers (By nationality, by size of the organization, by type of institution or as a whole).

Transversal skills definition

Adaptability to change – Adaptability as a skill refers to the ability of a person to change his actions, course or approach to doing things in order to suit a new situation. Ability to prioritize, effectively adapt to the changing professional environment but also to the emotional states generated through the daily interactions with professionals possessing different levels of authority. Supporting change implemented via new approaches, initiatives, methods, and technologies. Being able to manage priorities and changes, and to adapt his/her own plans, behaviours, strategies or approaches to the situational changes.

Work under Pressure - The ability to work under pressure relates to how the employees respond when put under pressure. In a work context, pressure can be defined as the stress and urgency of matters requiring attention, the burden of physical or mental distress and the constraint of circumstances. Employees who are able to work under pressure will be able to

deal with constraints which are often outside of their control (resources, time, knowledge or unforeseen changes or problems).

Team working skills - The ability to interact and co-operate with a group of people to achieve a goal. It involves hands-on working together, as well as processes of organisational planning, decision-making and development. Effective team working requires team members to co-operate, listen to each other, communicate clearly, share knowledge and information, show commitment to the team and task and be supportive of other members.

Leadership skills - The ability to influence and motivate others to achieve a common purpose or goal. An effective leader is a person who does the following: creates an inspiring vision of the future, motivates and inspires people to engage with that vision, manages delivery of the vision and coaches and builds a team, so that it is more effective at achieving the vision.

Interpersonal skills - The ability to relate to and get along with others, build trust, empathise and see things from different perspectives.

Willingness to learn - Employees who are willing to learn have desire and passion for improving their professional skills through formal, non-formal and informal situations. This skill includes awareness of one's learning process and needs, identifying available opportunities, and the ability to overcome obstacles in order to learn successfully.

Analytical skills - The ability to examine information or a situation in detail in order to identify key or important elements, their strengths and weaknesses and use these to compile a persuasive argument, make recommendations or solve a problem.

Problem solving skill - Problem solving is an individual's capacity to understand and resolve problem situations where a method of solution is not immediately obvious. It includes the willingness to engage with such situations to break them down into their key components; consider various ways of approaching and resolving them and to decide which is the most appropriate.

Time Management - Time management is the process of organizing and planning how much time you spend on specific activities.

Apply quality standards/ Follow procedures - Applying quality standards or following procedures refers to the skill of being able to stick with a fixed standard or procedure effectively, either individually or when working in a group. The person who has this skill can follow a procedure which has been prepared either by himself or externally.

4. Results

4.1. Results by country

Professionals from a total of nine countries took part in the survey. The country with more participants was Spain with a total amount of 33, followed by Croatia (27), Poland (25), Turkey (24), and Germany (5). The number of participants of the other countries was not significant compared to those previously listed, however they were considered in the results as a group called 'other'.

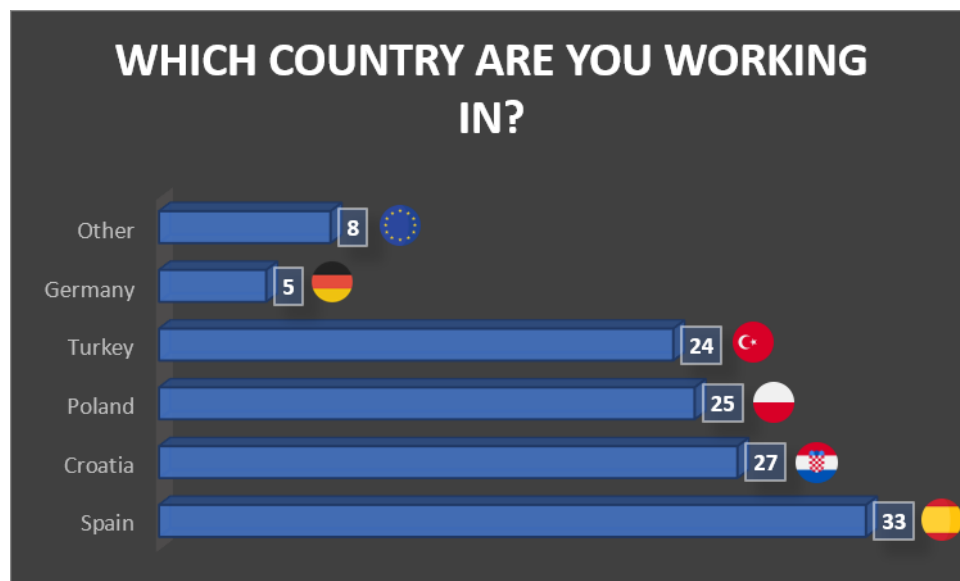


Figure 1. Number of professionals by country

a) Officers of the watch

Skill/Country	Spain	Germany	Poland	Croatia	Turkey	Other	Total
Adaptability to change	4,42	4,80	3,84	3,74	3,25	4,00	3,91
Analytical skills	3,88	4,00	4,16	3,48	3,50	3,93	3,77
Apply quality standards/ Follow procedures	4,27	4,40	4,12	4,26	4,21	4,33	4,24
Cope with pressure/ Work under Pressure	4,61	4,60	4,24	4,30	4,29	4,57	4,39
Interpersonal skills	4,18	3,80	3,84	3,85	3,88	3,67	3,93
Leadership skills	3,30	3,40	3,72	3,89	3,54	3,70	3,60
Problem Solving skills	3,73	3,80	4,40	3,96	3,92	3,83	3,96
Teamworking skills	4,52	4,60	4,00	4,00	4,79	4,47	4,35
Time management (being organised)	4,06	4,20	3,80	3,85	4,08	4,00	3,97
Willingness to learn	4,30	4,60	3,76	4,11	3,75	4,17	4,05

Table 1. Results by country: Officers of the watch

When analysing the results by countries, some similarities between regions can be found. Spain and Germany tend to rate in the same direction, being 'Adaptability to change', 'Cope with pressure' and 'Teamworking skills' the most important. On the other hand, eastern countries (Turkey, Poland and Croatia) have a different view, since 'Follow procedures', 'Cope with pressure' and 'Team working skills' were the top 3 skills.

For Spanish and Croatians, 'work under pressure' is the most important skill, while for Germans is the 'adaptability to change'. Turkish rate as top1 'team working skills' while Polish

professionals prefer the ability of 'Problem solving'. This indicator is useful to understand the job requirements in each country.

Another useful indicator is to analyse the average of each country. If the result is bigger than 4, informal skills should be considered as 'Very important' when applying for a job in that country. The results are as follows: Germany (4,22), Spain (4,17), Poland (3,98), Croatia (3,94) and Turkey (3,91).

b) Master and chief engineers

When interpreting the results table, higher education and a higher position requires more transversal skills. In most of the cases, ratings are above 4 and some skills have an average of >4.5. Turkey got the highest average (4,45), followed by Germany (4,38), Spain (4,34), Croatia (4,31) and Poland (4,12)

'Leadership skills' was rated as top 1 for all the countries except for Poland where 'Problem solving skills' was the most important. 'Problem solving skills' was also high rated in all countries, obtaining an average of 4,62, as well as 'Cope with pressure' (4,57).

Skill/Country	Spain	Germany	Poland	Croatia	Turkey	Other	Total
Adaptability to change	4,52	4,00	3,84	4,07	4,08	3,97	4,15
Analytical skills	4,67	4,60	4,16	4,15	4,38	4,77	4,39
Apply quality standards/ Follow procedures	3,97	4,00	4,24	4,41	4,38	4,07	4,21
Cope with pressure/ Work under Pressure	4,67	4,60	4,28	4,74	4,63	4,50	4,57
Interpersonal skills	4,00	4,40	4,04	4,11	4,33	4,03	4,12
Leadership skills	4,79	5,00	4,04	4,70	4,83	4,80	4,62
Problem Solving skills	4,55	4,80	4,40	4,44	4,46	4,63	4,49
Teamworking skills	4,15	4,20	4,24	4,30	4,71	4,47	4,34
Time management (being organised)	4,12	4,20	3,92	4,15	4,46	4,43	4,18
Willingness to learn	4,00	4,00	4,08	4,04	4,33	4,30	4,11

Table 2. Results by country: Masters and chiefs engineers

4.2. Results by Type of institution



Table 3. Number of professionals by type of institution

a) Officers of the watch

Skill/Type of institution	Maritime University	Maritime Highschool/VET	Shipping company	Research institution	Maritime association	Other	Total
Adaptability to change	4,15	4,31	3,54	3,64	4,33	3,71	3,91
Analytical skills	3,79	4,08	3,46	4,00	3,89	3,59	3,77
Apply quality standards/ Follow procedures	4,39	4,31	4,33	4,07	4,11	4,00	4,24
Cope with pressure/ Work under Pressure	4,49	4,31	4,38	4,21	4,33	4,59	4,39
Interpersonal skills	3,91	4,00	3,96	3,43	4,11	4,12	3,93
Leadership skills	3,39	3,69	3,75	3,57	3,56	3,59	3,60
Problem Solving skills	3,85	4,08	3,92	4,07	4,00	3,88	3,96
Teamworking skills	4,39	4,00	4,50	4,00	4,33	4,59	4,35
Time management (being organised)	3,85	4,08	4,08	3,64	4,00	4,18	3,97
Willingness to learn	4,06	4,00	3,88	3,86	4,44	4,00	4,05

Table 4. Results by type of institutions: Officers of the watch

In the analysis of the results by the type of institution, Research institutions, Maritime Schools and Maritime Universities follow the same pattern, being 'Cope with pressure' and 'follow procedures' the most important skills. It is interesting to analyse the results of the professionals working for a Maritime association: they ranked 'Willingness to learn' in the first place, however a total of three skills remained in the second place; 'teamworking skills', 'cope with pressure', and 'adaptability to change'. Last, but not least, Shipping companies found 'Teamworking skills' the most important followed by 'Cope with pressure'.

b) Masters and chiefs engineers

Skill/Type of institution	Maritime University	Maritime Highschool/ VET	Shipping company	Research institution	Maritime association	Other	Total
Adaptability to change	4,33	4,15	4,17	4,00	4,22	3,94	4,15
Analytical skills	4,49	4,39	4,33	4,14	4,67	4,47	4,39
Apply quality standards/ Follow procedures	3,94	4,15	4,46	4,29	4,33	4,29	4,21
Cope with pressure/ Work under Pressure	4,58	4,46	4,75	4,07	4,78	4,71	4,57
Interpersonal skills	4,06	4,00	4,21	3,71	4,00	4,41	4,12
Leadership skills	4,73	4,77	4,67	3,64	4,89	4,82	4,62
Problem Solving skills	4,49	4,54	4,42	4,21	4,67	4,59	4,49
Teamworking skills	4,27	4,00	4,42	4,29	4,33	4,53	4,34
Time management (being organised)	4,24	4,00	4,29	3,79	4,33	4,18	4,18
Willingness to learn	4,00	3,77	4,29	3,93	4,44	4,12	4,11

Table 5. Results by type of institution: Masters and chiefs engineers

In reviewing the results of the opinion on master engineers by type of the company/organization, 'Leadership skills' seem to be the most important skill for professionals (above 4,6) in all cases except for Research Institutions that ranked it as the least important. 'Work under pressure' and 'problem solving skills' were ranked as #2 and #3 in all cases. For maritime institutions and shipping companies informal skills are almost essential (with an average above 4,4), while for the rest, they are considered as really important (averages from 4.01 to 4.3).

4.3. Results by size of the company/organization (number of employees).

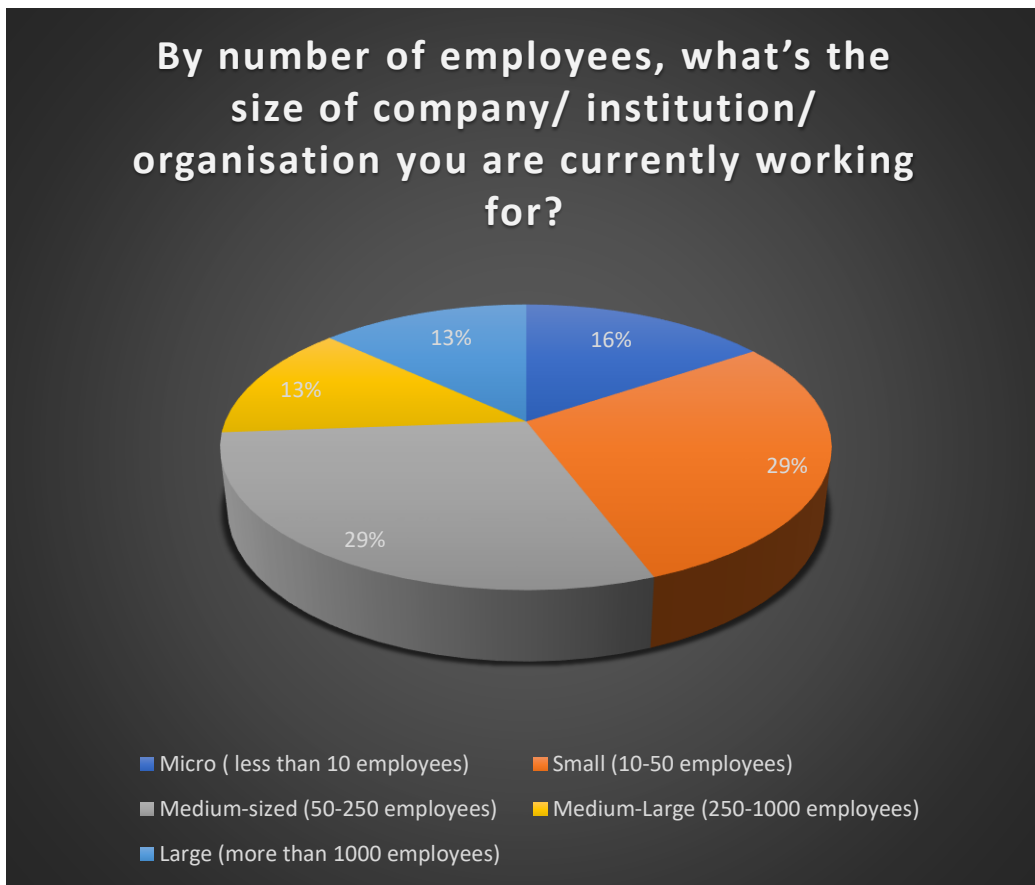


Figure 2. Distribution of professionals by size of the company

a) Officers of the watch

Skill/Size of the company	Micro (less than 10 employees)	Small (10-50 employees)	Medium-sized (50-250 employees)	Medium-Large (250-1000 employees)	Large (more than 1000 employees)	Total
Adaptability to change	3,84	3,74	4,08	4,06	3,81	3,91
Analytical skills	3,68	3,80	3,83	3,75	3,69	3,77
Apply quality standards/ Follow procedures	4,21	4,09	4,39	4,25	4,25	4,24
Cope with pressure/ Work under Pressure	4,32	4,26	4,50	4,50	4,44	4,39
Interpersonal skills	3,90	3,94	4,06	3,94	3,63	3,93
Leadership skills	3,58	3,46	3,61	3,88	3,63	3,60
Problem Solving skills	4,00	3,86	4,03	4,00	3,94	3,96
Teamworking skills	4,47	4,40	4,33	4,38	4,13	4,35
Time management (being organised)	4,16	3,91	3,94	4,19	3,69	3,97
Willingness to learn	4,00	4,03	4,08	4,31	3,81	4,05

Table 6. Results of size of the organization: Officers of the watch

'Teamworking skills' is the most important informal ability for Micro and Small companies followed by 'Work under pressure' and 'apply quality standards'. Medium sized and large companies ranked 'Cope with pressure' as #1 skill followed by 'Apply quality standards' and 'Teamworking skills'. Finally, Medium-large companies found that 'cope under pressure', 'teamworking skills' and 'willingness to learn' were the most important abilities.

b) Masters and chief engineers

Skill/Size of the company	Micro (less than 10 employees)	Small (10-50 employees)	Medium-sized (50-250 employees)	Medium-Large (250-1000 employees)	Large (more than 1000 employees)	Total
Adaptability to change	3,84	4,14	4,14	4,31	4,38	4,15
Analytical skills	4,21	4,46	4,33	4,56	4,38	4,39
Apply quality standards/ Follow procedures	4,21	4,23	3,97	4,38	4,56	4,21
Cope with pressure/ Work under Pressure	4,42	4,51	4,58	4,75	4,69	4,57
Interpersonal skills	4,26	4,09	4,08	4,31	3,88	4,12
Leadership skills	4,47	4,54	4,72	4,88	4,50	4,62
Problem Solving skills	4,32	4,54	4,56	4,63	4,31	4,49
Teamworking skills	4,53	4,29	4,31	4,38	4,25	4,34
Time management (being organised)	4,00	4,26	4,14	4,50	4,00	4,18
Willingness to learn	4,00	4,17	4,00	4,44	4,00	4,11

Table 7. Results by size of the organization: Master and chief engineers

Whilst the average range of 'Officers of the watch' scored between 3,9 and 4,1 (considering informal skills as important), the average of Master and chief engineers was 0,3 points higher in all cases (4,2 the lowest and 4,5 the highest). Small, medium-sized and medium large companies considered 'Leadership skills' as the most important, followed by 'cope with pressure' and 'problem solving skills'. On the other hand, micro companies ranked 'Teamworking skills' as top one, followed not so far by 'leadership skills' and 'problem solving skills'. Large companies top 3 was as follows: 'Cope with pressure', 'apply quality standards' and 'leadership skills'.

4.4. General results analysis

When analysing the general results, we decided to rank each skill according to what professionals considered as High Importance and Essential (HI&E). In addition, an average of all ratings was calculated to give us a general view of users opinion. The results were as follow:

a) Officers of the watch

'Coping with pressure' was rated as 'HI&E' 113 times, followed not so far by 'Teamworking Skills' (107) and 'Apply quality Standards' (103). 'Willingness to learn' (94) and 'Time management' (93) completed the top 5.



Figure 3. Skills considered as 'HI&E' for Officers of the watch

When analysing the averages, same results were found, but ratings were a bit different. 'Coping with pressure' occupied the first position again with an average of almost 4,4 followed by 'teamworking skills' (4,35) and 'Apply quality standards' (4,23). The results of the other two skills could be considered as important but not essential since they were in the limit of 4 or even below.

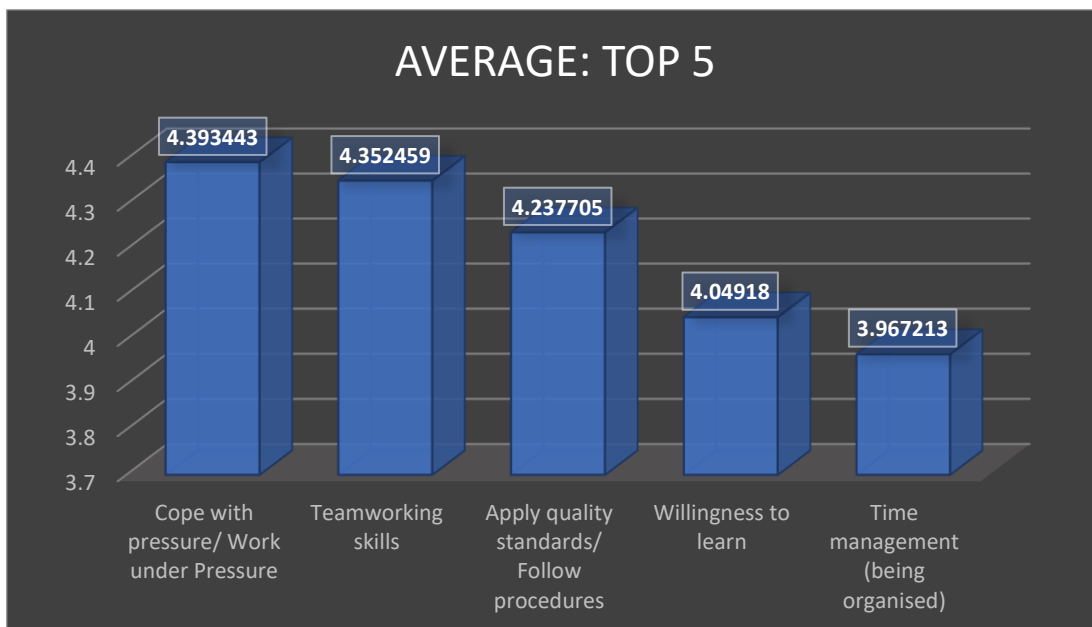


Figure 4. TOP 5 Skills for Officers of the watch (Average)

When evaluating the rest of the skills, it is clear that 'Leadership skills' and 'analytical skills' are not relevant. Other skills, like 'Adaptability to change', 'interpersonal skills' and 'time management' could be considered as Medium/high important since their ratings are below 4.

On the other hand, standard deviation results reaffirm what has just been mentioned. Results near 1 are the least important ('Leadership skills'; 0,93 and 'adaptability to change'; 0,88) while lower results are considered as essential ('Cope with pressure'; 0,71 and 'Teamworking skills': 0,75).

	Average	Standard Deviation
Adaptability to change	3,91	0,88
Analytical skills	3,77	0,83
Apply quality standards/ Follow procedures	4,24	0,79
Cope with pressure/ Work under Pressure	4,39	0,71
Interpersonal skills	3,93	0,87
Leadership skills	3,60	0,93
Problem Solving skills	3,96	0,88
Teamworking skills	4,35	0,76
Time management (being organised)	3,97	0,76
Willingness to learn	4,05	0,74

Table 8. Average and SD results for OoW

b) Master and chief Engineers.

In the analysis of the results of Master and chief Engineers 'Cope with Pressure' (118) is once again the winner in HI&E results, followed by 'Problem Solving' (114) and 'Leadership' (111)'. Analytical skills (110) and Teamwork (107) completed the top5.

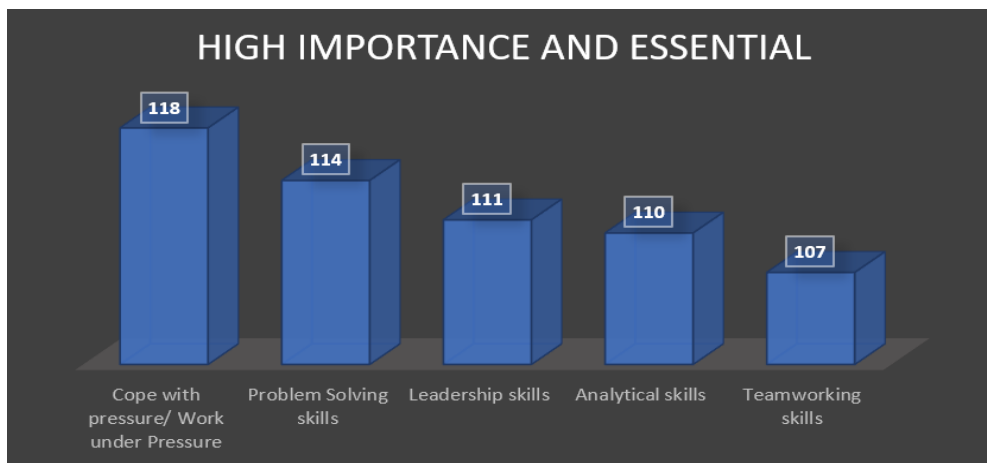


Figure 5. Skills considered as 'HI&E' for M&C Engineers

The average values show some different results. In this case, 'Leadership skills' is valued as the most important with an average of 4,65 out of 5, making the skill 'Essential' for Engineers. 'Cope with pressure' and 'problem solving skills' completed the podium with averages of ~4,5. 'Analytical skills' and 'teamworking skills' were also considered as very important since they got an average of ~4,3.

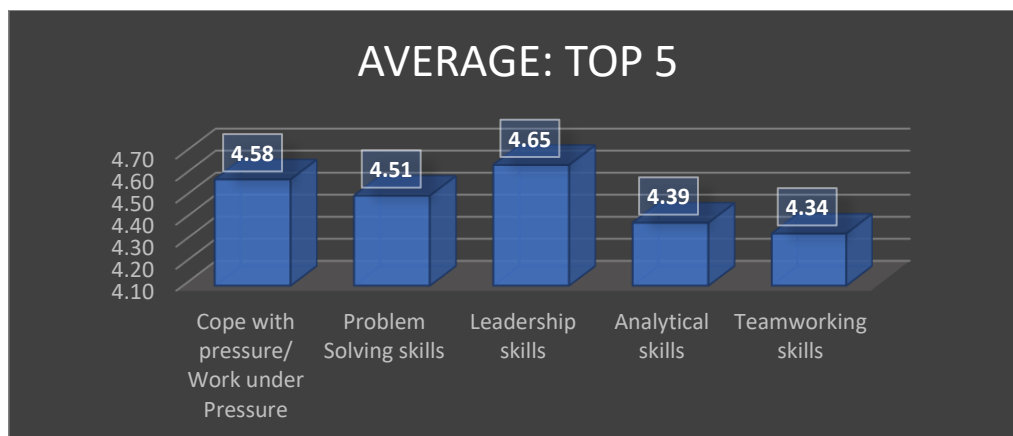


Figure 6. TOP 5 Skills for M&C Engineers (Average)

As in Officers of the watch results, Standard Deviation values reaffirm average results. Results near 1 are the least important while lower results are considered as essential.

	Average	Standard Deviation
Adaptability to change	4,15	0,79
Analytical skills	4,39	0,71
Apply quality standards/ Follow procedures	4,21	0,75
Cope with pressure/ Work under Pressure	4,57	0,62
Interpersonal skills	4,12	0,83
Leadership skills	4,62	0,67
Problem Solving skills	4,49	0,65
Teamworking skills	4,34	0,73
Time management (being organised)	4,18	0,87
Willingness to learn	4,11	0,78

Figure 7. Average and SD results for MC Engineers

c) Radar chart: results comparison of both professions.

The following figure displays the average results of 'Officers of the Watch' (orange), the average of Master and Chief Engineers (blue) and the average of both (average). The chart provided us a great help to decide which skills would be selected.

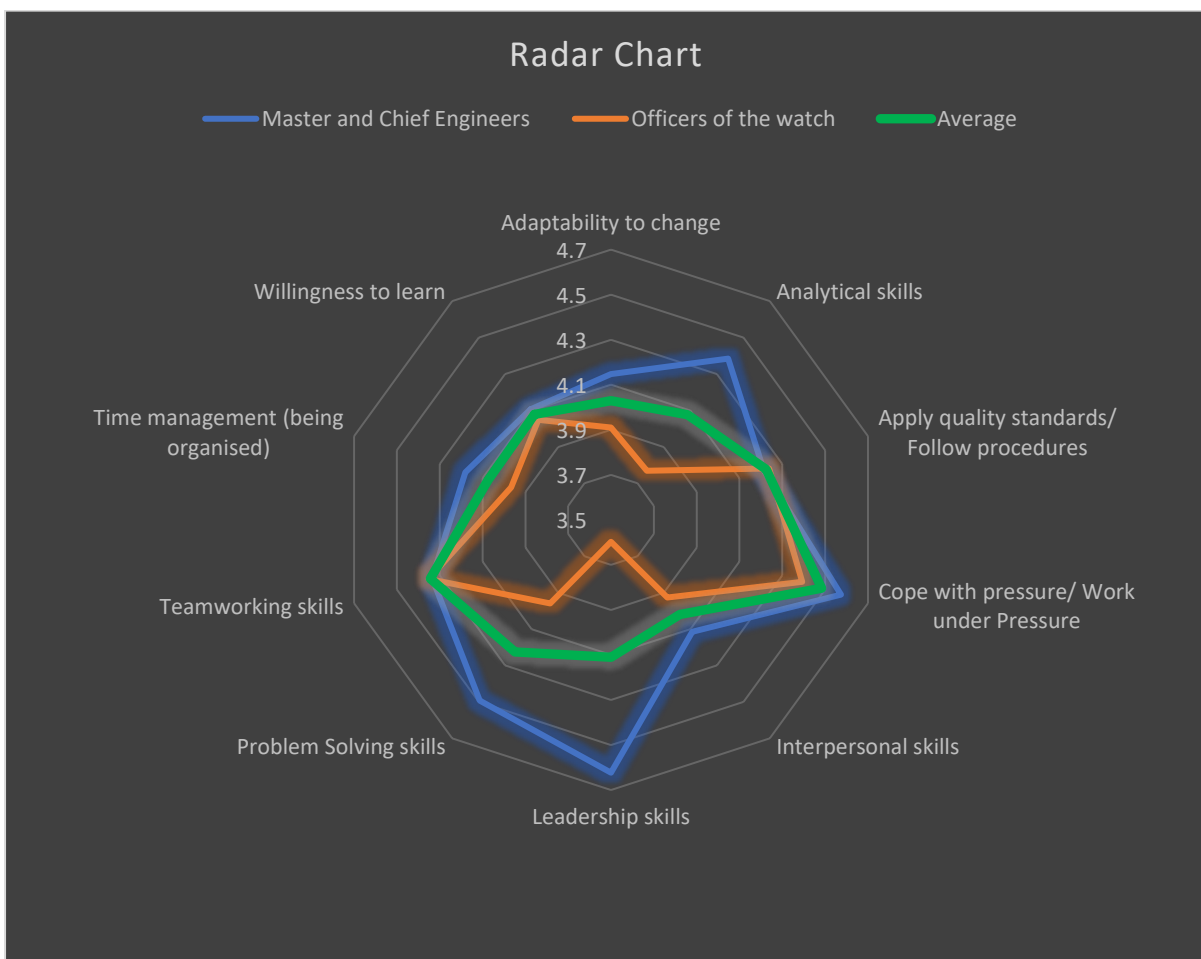


Figure 8. Radar chart

5. Conclusions

- Transversal skills are higher valued for Master and chief Engineers than for officers of the sea. As displayed on *figure 8*, there is no skill that was better rated for officers of the watch.
- It is clear that ‘Cope with Pressure’, ‘Teamworking skills’ and ‘Apply quality standards’ must be assessed in the ‘Informal skills scanner’. They are both high valued in the two professions.
- ‘Problem Solving skills’ is considered as very important for Engineers but not for Officers of the watch, nevertheless it should also be assessed since it occupies #4 in the average and standard deviation ranking.
- ‘Analytical Skills’, ‘Time Management’ and ‘Willingness to learn’ got exactly the same average result; 4,07. Hence, they should also be considered in the ‘Informal skills scanner’.
- ‘Leadership skills’ was top rated for Master and chief engineers, and even though it was considered as the least important for Officers of the watch, it should be added to the list in order to not lose the most important transversal skill of Engineers.
- Finally, it was agreed by all partners that Language Skills and ITC skills would be added to the skill scanner, since nowadays, both skills are the most demanded by companies.

In conclusion, the selected informal transversal skills plus ITC and language are as follows:

Top eight skills overall plus ITC & Language	Partner to develop testing
Cope with pressure/ Work under Pressure	Danmar
Teamworking skills	Turk Loydu
Apply quality standards/ Follow procedures	Sea Teach
Willingness to learn	Turk Loydu
Time management (being organised)	PFRI
Problem Solving skills	PFRI
Leadership skills	UPC
Analytical skills	UPC
ITC	Danmar
Language	Sea Teach

Each partner will **in total create 25 assessment questions/** tests per informal skill. These tests will use the options on website <https://h5p.org/content-types-and-applications> as much as possible and thereby make them all as interactive as possible.

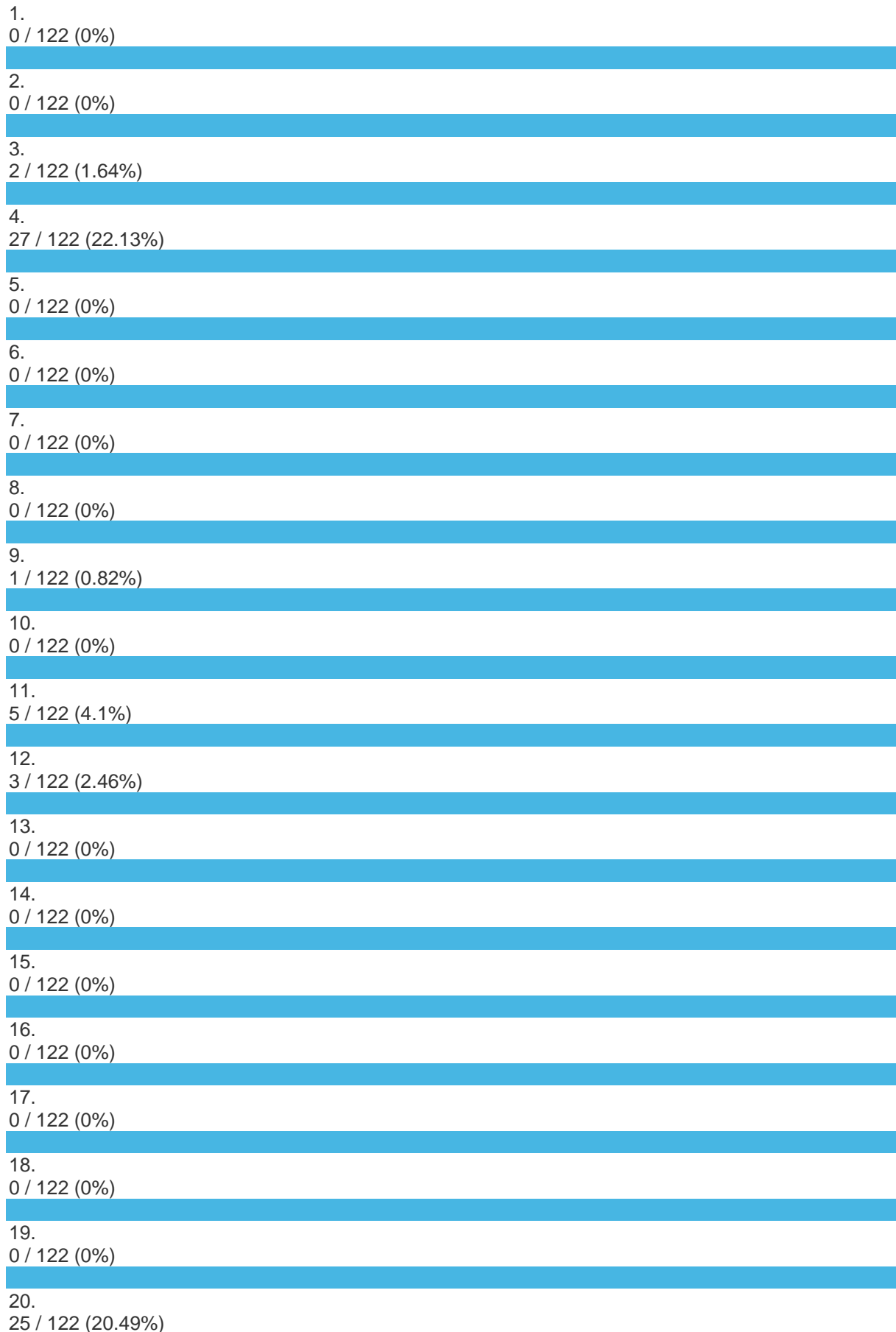
6. Appendix: Survey to maritime stakeholders about most important informal transversal skills for seafarers

There is still an urgent need for young people to enter into the professions of seafarers and although overall numbers are significant, their future employment and career perspectives are very uncertain and unclear. This uncertainty especially affects young seamen and maritime trainees and makes it a difficult decision for youth to enter this sector. It thereby hinders them to enter into highly valuable VET training which offers them learning outcomes that can be used far beyond sea-going professions. For active seafarers and students in Maritime Education and Training (MET) across the EU, who all need a perspective for their future, the project Skills Beyond the Seas offers the much-needed information and guidance for mid- to long-term career planning. The tools that will be developed by the project will provide seafarers with a detailed list of their formal and informal skills, highlight their transferable skills sets and suggest career pathways to other occupations where these skills are needed. The aim of this questionnaire is to verify through your professional experience, which transversal skills are required and commonly present in different seafarer ranks so that we can later assess them for the correct skill sets. For that reason, in the following questionnaire we will ask you to specify the organisation you are working for and to rate by priority some transversal skills for different ranks. Informal transversal skills are those skills that have been learned often unintentionally and in a daily informal setting (family, leisure, work) and are transferable to a wide range of occupations and sectors. If you are unsure about the meaning of any of the listed skills, then please check the definitions at the end of the survey. The questionnaire will not take longer than 10 minutes. Thank you for your collaboration!

1. Could you specify in which country are you working?

Code	Type	Value
A	Answer	Austria
B	Answer	Belgium
C	Answer	Bulgaria
D	Answer	Croatia
E	Answer	Cyprus
F	Answer	Czech Republic
G	Answer	Denmark
H	Answer	Estonia
I	Answer	Finland
J	Answer	France
K	Answer	Germany
L	Answer	Greece
M	Answer	Hungary
N	Answer	Ireland
O	Answer	Italy
P	Answer	Latvia
Q	Answer	Lithuania
R	Answer	Malta
S	Answer	Netherlands
T	Answer	Poland
U	Answer	Portugal
V	Answer	Romania
W	Answer	Slovakia
X	Answer	Slovenia
Y	Answer	Spain
Z	Answer	Sweden
[Answer	United Kingdom
Turkey	Answer	Turkey

RESULTS Q1



21.
0 / 122 (0%)

22.
1 / 122 (0.82%)

23.
0 / 122 (0%)

24.
0 / 122 (0%)

25.
33 / 122 (27.05%)

26.
0 / 122 (0%)

27.
1 / 122 (0.82%)

28.
24 / 122 (19.67%)

2. What type of company/ institution/ organisation are you currently working for? (optional question)

(If you are from a human resources consultancy company, select the sector for which you are working the most)

Code	Type	Value
A	Answer	Maritime University
B	Answer	Maritime Highschool/ VET
C	Answer	Shipping company
D	Answer	Seafarer Recruitment agency
E	Answer	Seafarer Union
F	Answer	Research institution
G	Answer	Maritime association
H	Answer	Nautical qualification body
I	Answer	EU Maritime agency
text	Answer	International Maritime agency

RESULTS Q2

1.
33 / 106 (31.13%)

2.
13 / 106 (12.26%)

3.
24 / 106 (22.64%)

4.
4 / 106 (3.77%)

5.
0 / 106 (0%)

6.
14 / 106 (13.21%)

7.
9 / 106 (8.49%)

8.
2 / 106 (1.89%)

9.
4 / 106 (3.77%)

10.
3 / 106 (2.83%)

3. Any other company/ institution/ organisation (optional question)

RESULTS Q3

Shipyard, Pilot, Sea School, Naval Academy, Crew Agency, Professional Association, Croatian Register of shipping, University, Port Services, harbour master/s Office, Design company, port authority and Istanbul Technical University.

4. By number of employees, what's the size of company/ institution/ organisation you are currently working for?

Code	Type	Value
A	Answer	Micro (less than 10 employees)
B	Answer	Small (10-50 employees)
C	Answer	Medium-sized (50-250 employees)
D	Answer	Medium-Large (250-1000 employees)
E	Answer	Large (more than 1000 employees)

RESULTS Q4

1.
19 / 122 (15.57%)

2.
35 / 122 (28.69%)

3.
36 / 122 (29.51%)

4.
16 / 122 (13.11%)

5.
16 / 122 (13.11%)

5. Which transversal skills do think are most required and commonly present in Officers of the Watch? Please rate these by priority.

RESULTS Q5

	Not a priority	Low priority	Medium priority	High priority	Essential
Adaptability to change	1/122 (0.8%)	4/122 (3.3%)	35/122 (28.7%)	47/122 (38.5%)	35/122 (28.7%)
Analytical skills	0/122 (0%)	8/122 (6.6%)	35/122 (28.7%)	56/122 (45.9%)	23/122 (18.9%)
Apply quality standards/ Follow procedures	0/122 (0%)	4/122 (3.3%)	15/122 (12.3%)	51/122 (41.8%)	52/122 (42.6%)
Cope with pressure/ Work under Pressure	1/122 (0.8%)	1/122 (0.8%)	7/122 (5.7%)	53/122 (43.4%)	60/122 (49.2%)
Interpersonal skills	1/122 (0.8%)	5/122 (4.1%)	30/122 (24.6%)	52/122 (42.6%)	34/122 (27.9%)
Leadership skills	3/122 (2.5%)	8/122 (6.6%)	45/122 (36.9%)	45/122 (36.9%)	21/122 (17.2%)
Problem Solving skills	2/122 (1.6%)	3/122 (2.5%)	28/122 (23%)	54/122 (44.3%)	35/122 (28.7%)
Teamworking skills	0/122 (0%)	3/122 (2.5%)	12/122 (9.8%)	46/122 (37.7%)	61/122 (50%)
Time management (being organised)	0/122 (0%)	4/122 (3.3%)	25/122 (20.5%)	64/122 (52.5%)	29/122 (23.8%)
Willingness to learn	0/122 (0%)	1/122 (0.8%)	27/122 (22.1%)	59/122 (48.4%)	35/122 (28.7%)

6. Any other informal transversal skills? (please suggest) (optional question)

Q6 RESULTS

Autonomy to learn, attention to detail, English, obey orders, be positive, self-discipline

7. Which transversal skills do think are most required and commonly present in Masters and Chief Engineers? Please rate these by priority.

RESULTS Q7

	Not a priority	Low priority	Medium priority	High priority	Essential
Adaptability to change	1/122 (0.8%)	2/122 (1.6%)	18/122 (14.8%)	58/122 (47.5%)	43/122 (35.2%)
Analytical skills	0/122 (0%)	2/122 (1.6%)	10/122 (8.2%)	49/122 (40.2%)	61/122 (50%)
Apply quality standards/ Follow procedures	0/122 (0%)	3/122 (2.5%)	15/122 (12.3%)	57/122 (46.7%)	47/122 (38.5%)
Cope with pressure/ Work under Pressure	0/122 (0%)	2/122 (1.6%)	2/122 (1.6%)	42/122 (34.4%)	76/122 (62.3%)
Interpersonal skills	1/122 (0.8%)	4/122 (3.3%)	17/122 (13.9%)	58/122 (47.5%)	42/122 (34.4%)
Leadership skills	0/122 (0%)	1/122 (0.8%)	10/122 (8.2%)	23/122 (18.9%)	88/122 (72.1%)
Problem Solving skills	0/122 (0%)	1/122 (0.8%)	7/122 (5.7%)	45/122 (36.9%)	69/122 (56.6%)
Teamworking skills	0/122 (0%)	2/122 (1.6%)	13/122 (10.7%)	49/122 (40.2%)	58/122 (47.5%)
Time management (being organised)	3/122 (2.5%)	3/122 (2.5%)	10/122 (8.2%)	59/122 (48.4%)	47/122 (38.5%)
Willingness to learn	1/122 (0.8%)	3/122 (2.5%)	16/122 (13.1%)	64/122 (52.5%)	38/122 (31.1%)

8. Any other informal transversal skills? (please suggest) (optional question)

RESULTS Q8

English, self-discipline, language skills, communicational skills, positive attitude, autonomy to learn, attention to detail.

9. If there is something missing, please let us know your suggestions... (optional question)

RESULTS Q9

Customer Orientation is a very important skill for captains in the Yachting business.

What kind of positions are more easily accessible for officers of the watch, masters.

And chief engineers with their transversal skills?

Senior management positions or technical positions with operational functions

