So the graduate attributes you’ve talked about, I think are really strong. I think interpersonal skills are particularly important and of course those of us who are slightly older do worry about things like screen time and that people, you know, it's not ok just to email or chat sometimes in an office environment or in work environment, get up, go over, have that interpersonal conversation. Teamwork is incredibly important and I think that, you know, more and more, you'll find in business, cross-functional teams, where there isn't a hierarchy in place. Very often businesses have incredibly flat structures. So in the old days, you know, it was a pyramid and you at the top and you told people what to do. These days it's quite often you'll be working with peers and so project working, the ability to be part of a team. There are basically three senior directors in the business, one of whom has to be the managing director but it's very much for the first amongst equals as opposed to the boss, you know, that kind of quite old fashioned in some respects.

The other big thing that I would always look for is motivation. Being motivated, being interested, being bothered is actually a huge attribute because believe it or not even a business like our own struggles to recruit people, particularly in skilled areas. That's partially due to where we live but we are not the only people. I go to a lot of business forums and there is a tonne of opportunity out there for people. You don't have to leave, you can actually do things here but you have to go and seek out a little bit, you know. So that motivation is really important.