

1. PERFORMANCE TRACK RECORD: Goal getter, entrepreneurial and resilient

- **Top Performance:** Individuals who have demonstrated excellent performances in at least two areas
 1. **Academic:** Excellent grades (Magna C. laude), Additional Master, studied at top Uni abroad
 2. **Professional:** Strong on-the-job results in business, governmental, or not-for-profit
 3. **Extra-curricular:** Achievements in sports (fex national team), student leader, scouts leader, ...
 4. **Entrepreneurial:** Launched a company, creative side-project, a new corporate or social initiative
- **Accomplishments in Adversity:** Individuals who have achieved solid results despite exceptional life circumstances

2. IMPACT OF THE GRANT: Expected impact on the candidate, his/her career, and on Society at large

- **PAF Personal Empowerment:** If a candidate comes from an underprivileged part of society, and demonstrated drive for breaking any societal 'glass ceiling'. PAF will open doors and a network that otherwise would be hard to access.
- **PAF Pivotal Career impact:** The grant offers new career opportunities that could not be obtained without PAF
- **PAF Cross-roads impact:** The candidate clearly motivated why the PAF comes at the right time in his/her career
- **Impact through the PAF Project:** The candidate has a clear and compelling vision on how he/she wants to use the grant to drive the Belgian economy and society forward - during the PAF year, and in the years after.

3. SOCIAL ATTITUDE: Interpersonal skills and Societal engagement

- **Team Spirit:** Candidate illustrates examples of having worked successfully in a team.
- **Community involvement:** Has demonstrated leadership at scouts, in a sports or student organisation
- **Societal engagement:** Has volunteered or worked in not-for-profit, engaged in a political party, etc.
- **Strong interpersonal skills:** Has demonstrated the social intelligence and empathy necessary to build trust and cooperation with colleagues, clients, and other stakeholders.

4. Intercultural awareness and adaptability

- **Language skills:** Is fluent in several languages
- **International exposure:** Studying or working abroad, travelling abroad, grown up in a multicultural family
- **Cross-cultural Adaptability:** Adjusts quickly to new or different cultural settings. Gets up to speed rapidly
- **Curiosity:** Displays a deep interest in a wide range of topics (business, political, philosophical, societal, ...)
- **Cognitive Flexibility:** Has embraced new ideas, adapted to change, or shown flexibility in thinking. Remains open and receptive under pressure, or after a set-back.

5. EFFECTIVE COMMUNICATION: Overall Presence and Ability to Convince

- **Communication Clarity:** Can convey a message in a compelling, structured, logical and concise way
- **Demonstrates integrity and trust**
- **Presentation & Ability to convince**
- **Stress-resistance**

6. INTERNATIONAL BUSINESS: A strong interest in and affinity for international business

- **Motivation PAF project:** Demonstrates a strong desire to set up a business development project abroad, and has a sound business logic/reasoning regarding a potential PAF project
- **Business Acumen:** Demonstrates a good common business sense – through direct experience or interest
- **International business:** Understands importance of differences in consumer behaviour, global regulation, etc.
- **Situational awareness:** Understands that different approaches work in different places.