


The purpose of the article was to  perspective the **qualities and proficiencies** required/needed **of teaching staff** when working with a group of pupils in Romania.

**Methodology:** Focus Group - 10 teachers.





To confirm the results or identify new trends, we invited the original participants and 33 additional teachers after 18 months.



The 75-minute F.G. was recorded throughout the conversations under the protection of anonymity and data confidentiality.



The results of the study  specific competencies and characteristics of the teachers to help us to better prepare the candidates for what is really needed in class and outlines a  **Romanian teacher's profile.**

## Main results:



**8 basic attributes:** vocation, empathy, creativity, personal charm, morality, pedagogical tact, subject knowledge, and motivation.



**3 additional traits** that should be evaluated in the recruitment process: erudition, the capacity to communicate all information by heart, and the capacity to modify content so that learners can understand it.