



Soft skills will soon become hard



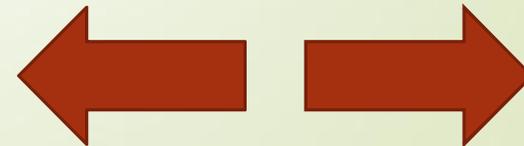
Transfer, adaptation and implementation of innovative solutions in developing students' skills in schools of construction in the area of vocational foreign language, personal and social competencies, within the framework of cooperation network





Soft and hard skills – what are they?

- ▶ The soft skills include **personal predispositions** as well as **social** ones, i.e. simply speaking, our character and the way we function in a group.
- ▶ They are worth developing, because a specific position will require specific soft skills





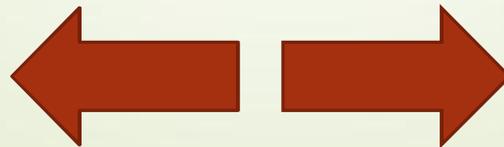
What are personal and interpersonal skills?

- ▶ **personal skills** – efficient management of your work, ability to motivate yourself and organise activities;
- ▶ **Interpersonal skills** – include communicating with people, ability to convince people and to motivate, inspire and manage teams.



Where is the problem?

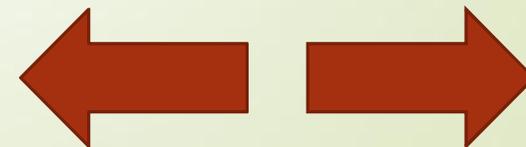
- Employers complain that candidates do not have the skills they seek.
- Candidates believe that they meet the requirements specified in the job offer and are annoyed that they did not get the job, even though they know they would do fine in that position.





Are soft skills important in the labour market?

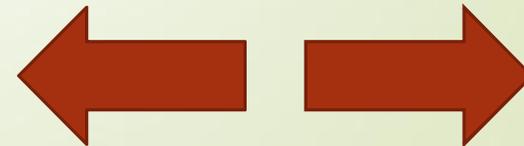
- ▶ It is commonly known that you get a job in 70% thanks to professional knowledge and in 30% thanks to social skills. **When you lose a job, it is exactly the opposite:** in 70% of cases the dismissal is a result of the lack of social and soft skills that the employer expected in a given position.





Should the qualities that we consider innate have such an important impact on our career?

- ▶ Not everyone of us is talkative, communicative and good in relationships with others, and sometimes it is a strict requirement in the description of a given position.
- ▶ On the other hand, however, do we not learn our entire lives how to get along with others, how to create relationships, find "our place"?





Is it fair, you may ask?

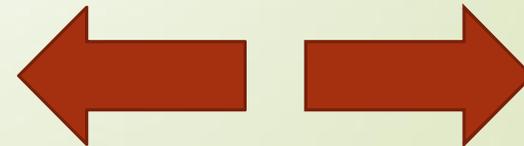
- ▶ Already at school we learn **how to pass on our knowledge to others - teachers, classmates.**
- ▶ On the one hand, it is learning to overcome shyness, and on the other, ability to build logical reasoning, synthesise and draw conclusions.





Are you creative?

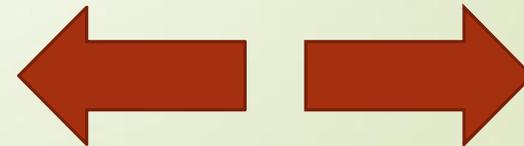
- ▶ "What do you mean, I'm not creative? **But of course I am!**" - 99% of candidates think that.
- ▶ Usually, when a candidate is asked to recall situations in which he/she demonstrated creativity the answer is **silence** or **explanation** that the candidate is creative, but didn't have a chance show his/her creativity





Who is a creative person?

- ▶ It is not only a person who has a lot of ideas. It is a person who **can find at least a few solutions to a problem situation**, who can use all the means at his/her disposal, **a person who can think outside the box.**





What does it mean to act dynamically?

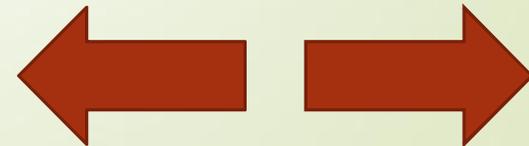
- ▶ „l-a-c-t-d-y-n-a-m-i-c-a-l-l-y” – says the candidate, drawing the words with the speed of a wounded snail pulling the pile driver up the hill. The recruiter will surely be convinced.
- ▶ Dynamic action is not advisable in every profession. Sometimes a thorough analysis is better than rushing into action.





Am I communicative?

- ▶ A person who is not able to explain the same concept with different words in several different ways and who constantly uses words like idiosyncrasy or clodhopper, will not be able to communicate with other people.
- ▶ "I can talk, so I'm a communicative person" is not enough.





Who is a communicative person?

- ▶ It is someone who has no difficulty expressing his/her views clearly. A person who can adapt the way he/she talks to the interlocutor. During the conversation, this person can actively and carefully listen to the interlocutor.
- ▶ He/she says little - but clearly and sensibly - so that every interlocutor knows what we're talking about right now and what is the purpose of our conversation.



Can I cooperate in a group?

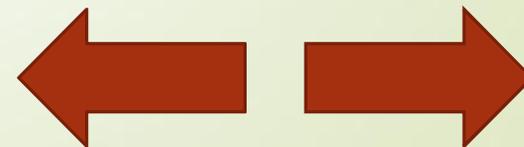
- ▶ "Everyone can cooperate in a group. Everyone has friends".
- ▶ Unfortunately, being a people's person does not mean that we are able to work in a team - that we are **attentive to the needs and opinions of others** that we are assertive and don't let others push us around.





Do I know how to manage time?

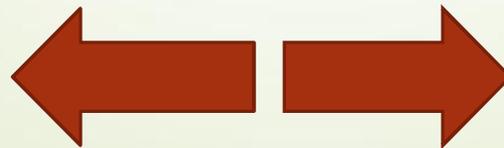
- ▶ "I manage time very well. I just like to do everything at the last minute".
- ▶ Postponing tasks for later is a common student practice.
- ▶ Time management does not only mean timeliness - it is also the ability to estimate how much time the project will consume.





Why do I need to know my own skills?

- ▶ Being aware of our own skills does not only help us to choose the right career path. It also shows what we are good at, and what we need to work on. Such knowledge is also important, because it helps us to grow and climb to the top.





**"Specialists without social skills
have no future"**

W. Lanthaler, J. Zugmann

Source:
Soft skills will soon become "hard" - Dawid Lenard,
7 October 2013 Know How, Tools, Recruitment

