



Soft Skills or Power Skills?



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The focus of both schools and businesses is still on the technical or hard skills and is the reason why many young employees are entering the workforce unprepared and unarmed with the soft skills that will future-proof their careers. Hard skills are changing all the time; are constantly being outdated and are relatively easy to learn. On the other-hand soft skills are difficult to build and need to be nurtured. They are complex, take years to learn and always changing in their scope.

One of the hottest topics in business today is upskilling, reskilling, and redefining jobs for the future of work. Businesses need to switch focus away from training in those hard and technical skills that, through automation, will soon become obsolete. The need for business is to invest in the future of their employees and the longevity of the company by providing training and development opportunities that will allow their staff to develop their future-proof soft skills.

Building trust and relationships is essential to almost every industry and cannot be done without a genuine human connection that comes with empathetic communication. Some businesses are already beginning to take action surrounding the development of these essential soft skills with, according to The Wall Street Journal, 20% of employers now offering empathy and communication training.

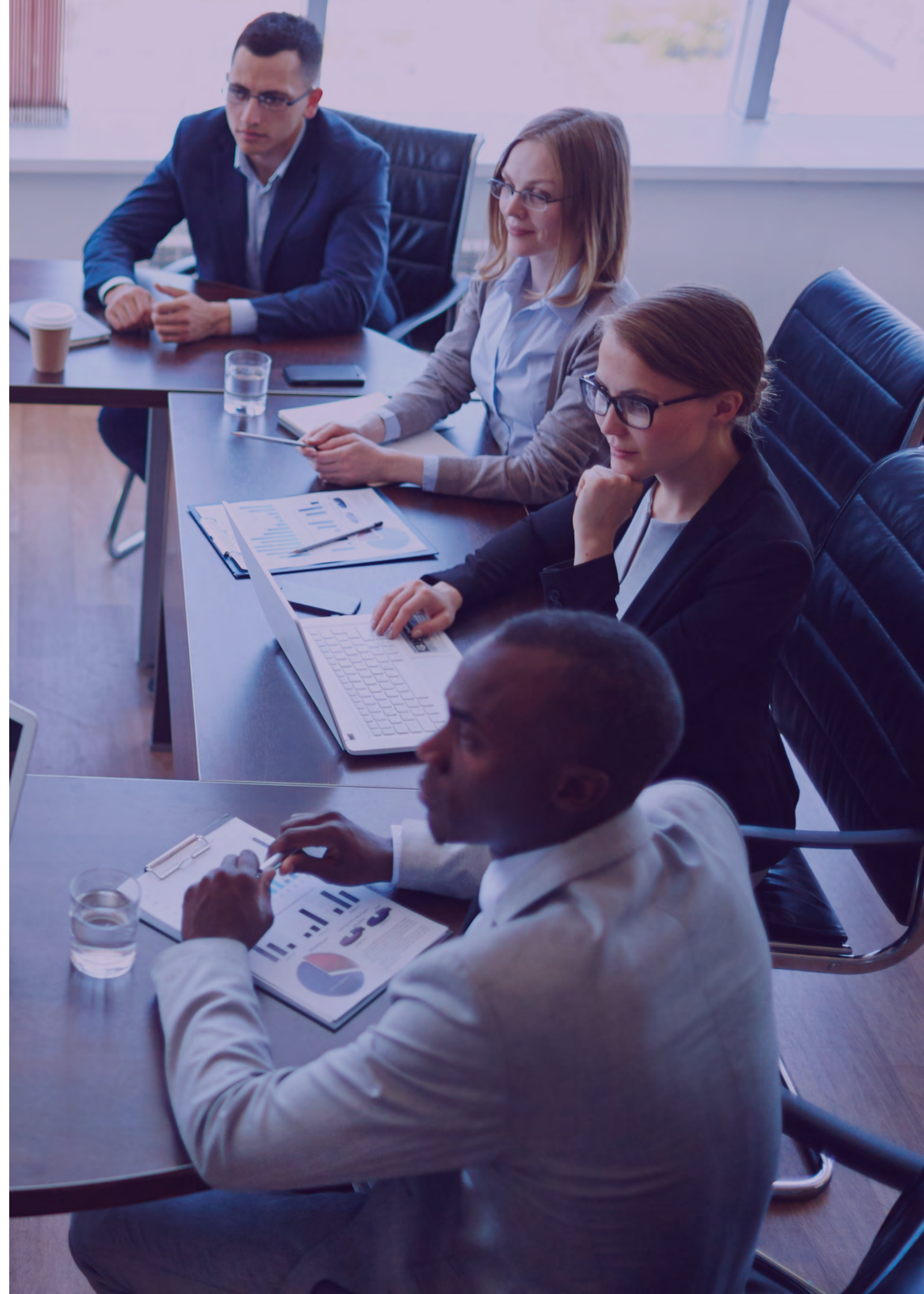
No matter how advanced technology may become, humans will always need to be present to make critical decisions and brainstorm new and innovative solutions. Critical thinking skills, including creative problem solving will be essential to the future of work.

Creative skills, such as curiosity, and open-mindedness will increase in importance and demand as time goes on. Innovative people have and always will dream up the visions that shape our future. Companies in every industry will benefit from encouraging inspiration and innovation by providing employees the opportunity to develop their skills to grow within. This reinforces the fact that businesses should be investing in developing the creative skills of their current and future employees.

Adopting a growth mindset should be at the top of your priority list. People who are motivated to reach higher levels of achievement by learning new skills are much more likely to succeed in the face of setbacks.

Implementing the soft skills into the company opens new levels of performance. Through the focus on relationships, learning about yourself, authenticity, empathy, and internal collaboration you can change the culture, engagement, and retention.

The skills of the future are not technical skills, they are behavioural. Soft skills we believe are the Power Skills which are the most important and hardest to nurture in business. Without them you may never be a big success and developing them takes a life-long commitment.





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