



SOFT SKILLS VS. HARD SKILLS: WHAT JOBSEEKERS NEED TO KNOW

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When you are looking for a job, what do you think is the most important thing that employers look for? If you answered "hard skills," you are correct. Hard skills are the specific abilities and knowledge that are required to do a job. They can be learned in a classroom or on the job.

Even though hard skills are crucial to employment, soft skills are just as important, if not more.

Soft skills are personal attributes that help people interact with others effectively. They include communication, teamwork, problem-solving, and time management skills, among others.

In this article, we discuss the importance of soft skills in the workplace and how jobseekers can develop them.

Soft Skills vs. Hard Skills: Which are More Important?

Soft skills are the personal attributes and social intelligence that enable someone to interact effectively with other people. They include communication, empathy, teamwork, and problem-solving.

While hard skills are the technical abilities and knowledge that are required to do a job, soft skills are the interpersonal skills that help you succeed in the workplace.

Soft skills are important in the workplace because they can help you get along with others, solve problems, and complete tasks. Most jobs require some combination of hard and soft skills.

For example, a doctor needs to have the hard skills of specialized medical knowledge and experience, but also the soft skills of bedside manner and effective communication.

While hard skills are often learned through formal education or training, soft skills are usually developed through life experience. You can improve your soft skills by taking classes, participating in training programs, or simply by practicing interacting with others.

You may get hired based on your hard skills, but you could lose your job due to lack of soft skills. In fact, most terminations are driven by deficient employee soft skills.

For example, an employee may be excellent at her job, but if she lacks teamwork skills, she may not be able to work well with others and could eventually be terminated due to not fitting into the organizational culture.

If you want to be successful in the workplace, it's important to develop both your hard and soft skills.

Examples of Soft Skills in the Workplace

Here are some examples of soft skills that can help you succeed in the workplace:

- **Communication:** This is the ability to communicate clearly and effectively with others. It involves listening, speaking, and writing skills.
- **Empathy:** This is the ability to understand the feelings of others.
- **Teamwork:** This is the ability to work well with others in a group.
- **Problem-solving:** This is the ability to identify and solve problems.
- **Time management:** This is the ability to use your time effectively.

- **Flexibility:** This is the ability to adapt to change.
- **Stress management:** This is the ability to stay calm under pressure.

How to Develop Soft Skills

Now that you know *why* soft skills are important, you may be wondering how you can develop them. Here are a few suggestions:

- **Take classes:** There are many classes and training programs available that can help you develop your soft skills.
- **Practice:** The best way to develop your soft skills is to practice using them. Try to use them in your everyday interactions with others.
- **Get a job:** One of the best ways to develop your soft skills is to get a job that requires them. This will give you the opportunity to use and improve your soft skills on a daily basis.
- **Volunteer:** Volunteering is a great way to develop your soft skills. It allows you to work on them in a real-world setting and make a difference in your community at the same time.
- **Network:** Networking is a great way to meet people and practice your communication and teamwork skills.
- **Join a club:** Joining a club or organization is a great way to meet people and practice your communication and teamwork skills.

- **Be patient:** Don't expect to develop your soft skills overnight. It takes time and practice to develop them.
- **Seek feedback:** Ask others for feedback on your soft skills. This can help you identify areas that need improvement.

No matter how you choose to develop your soft skills, remember that they are important in the workplace and can help you succeed in your career.

Final Words

So, there you have it. Remember, soft skills are just as important as hard skills, and sometimes even more so. So don't forget to work on them.

Do you have any tips on how to develop soft skills? Share them in the comments below.