

Which Soft Skills Do Organizations Care About the Most?

By Right Management



We are in the midst of a skills revolution where soft skills continue to be in demand for their broad application and stability as technical skills continue to shift over time. Here are some of the skills that will continue to be valued.

Communicating, critical thinking, meeting deadlines, being well-organized, collaborating, the ability to analyze and innovate. These are all just some of the personal attributes that indicate a high level of emotional and personal intelligence, also known as soft skills.

Employers are seeking these skills more than ever as they are broadly applicable across job titles, industries and changing times. Here are some of the soft skills that encompass a variety of the abilities that organizations are looking for.

Interpersonal Skills - When things are going smoothly in an organization, no one feels the need to discuss communication and interpersonal skills. But the moment something goes wrong, the culprit is usually a miscommunication, a failure to connect, or a lack of collaboration. The glue that keeps an organization running is interpersonal skills. Success depends on relationships with all kinds of people, and your personal relationships demonstrate your brand and what you can do for an organization.

Presence - Beyond interpersonal skills, a sense of “presence” includes the gravitas of how you behave or act, how you speak and how you present yourself. These are skills that can be learned and developed. Seeking coaching and solid skill building in personal career management can guide and support leaders in building executive presence in a way that compels people to follow them.

Leadership - Leadership skills play a big part in influencing your career development and career path. Technical skills will only take you so far. The ability to lead and motivate others will help you to get noticed on the job. To improve in this area, seek out a mentor to find where you are lacking and how you can develop strategies to improve your leadership skills.

Personal Branding - Finally, how can you signal that you have all the variety of technical and soft skills together in one package? This is known as personal branding. Communicating your personal brand is how potential employers and colleagues learn the value that you bring to the job. This requires that you can self-describe and provide examples that illustrate accomplishments. Personal branding soft skills are in demand, and the demand is growing.

It’s a popular misconception that either you have soft skills, or you don’t. Like technical skills, all soft skills can be learned and refined over time. If you glance through this list and find yourself lacking in an area, that’s OK. Start working on your deficiencies and honing your strengths. The good thing about soft skills is they never go out of style.

About Right Management

We are global career experts. Established in 1980, we have over 35 years of experience in career management and talent strategy. In that time, we've put 40,000 people to work every day, conducted over 12 million interviews per year and successfully transitioned more than three million people into new roles.

Right Management is the global career expert within ManpowerGroup (NYSE: MAN), providing tailored global workforce solutions that identify, develop and transition talent to optimize business performance. As career experts, we enable companies to win by helping employees build successful careers in the Human Age.

We drive better outcomes through our expertise in organizational effectiveness, career management and individual development. Right Management has offices in more than 50 countries and partners with companies of all sizes, including more than 80 percent of the Fortune 500.

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