

Soft Skills – What you need to demonstrate in an Interview & your resume!

What Companies Want/Value.

- 9 Soft Skills – From major research project industry paper by the National University of Singapore 2017

Resilience – The ability to bounce back from adversities or stress.

Curiosity – The desire to seek new experiences, and embracing of novelty, uncertainty, and unpredictability.

Adaptability – The ability to adjust thoughts and behaviours to changing circumstances.

Insight – Clear understanding of one's thoughts, feelings, and behaviours.

Empathy – The ability to understand and share another's feelings.

Emotional Sensing – The ability to read and manage emotions in self and others.

Entrepreneurial Thinking – An entrepreneurial mindset that's able to spot and seize opportunities.

Pursuing Convictions – The ability to pursue what you believe in and overcome obstacles.

Vision – Seeking to contribute and to improve situations of self and others.

What companies want to see in your resume.

- According to the World Economic Forum's Future of Jobs report 2017, there are six new skills you should include in your resume.

1. Cognitive Flexibility: The ability to learn rules and follow them is no longer enough for employers. Now they want you to be able to use them in a flexible way, ensuring better outcomes in your role. It's not about breaking rules, it's about finding new ways to use them, and the ability to share them with colleagues.

2. Emotional Intelligence: Employers are no longer solely focused on academic intelligence. Now they want emotional intelligence as well. Emotional intelligence is the ability to control and express your emotions. They are also looking for people who can navigate interpersonal relationships effectively in an empathetic way.

3. Critical Thinking: This isn't a skill many young people learn well. Critical thinking isn't just about arguing and debating things; it's about working in a considered way and thinking critically about all information that comes your way. The ability to assess and explore information is incredibly important, as is the ability to come up with new and creative solutions.

4. Creativity: Is necessary in all industries, not just creative professions. Sometimes it's a thought to come up with a solution to a problem, whilst other times it maybe to show a new and different way to approach a task. When emotional intelligence meets creativity, anything is possible in the workplace.

5. Logical Reasoning: The ability to be logical is an important skill, but if you can demonstrate logical reasoning, it's even better. Logical reasoning is when you can analyse, evaluate critically and complete arguments in a way that people can clearly understand. If you can draw people into your work and the creative solutions that you have come up with, it creates a more cohesive workplace.

6. Problem Flexibility: While coming up with solutions to problems is required at all workplaces, it's also a process. The modern workplace 'works a problem' to come up with the best solution for all. That takes both problem flexibility and solution flexibility.

- According to Deloitte's Impact Survey Report "Building Leadership through Volunteerism 2017" A staggering 82% of companies said they were more likely to recruit someone of similar skills sets who had done volunteering.

Totally different sources, yet the same expectations and desires! Your ability to gain exposure, experiences and real-world knowledge, is vital to developing your skill sets and story. I have always promoted the importance of "Can Do People." Get out there and get involved in mutable groups, projects, activities, competitions, work-placement, community/volunteer work, mentor/tutor, World Challenge/Collies, Scouts, Duke of Edinburgh, part time work etc! Such activities enable you to come up with "Behavioural Based Prove It Statements!" These, plus demonstration of the above skills, competencies and abilities, that then match the interviewer's needs and expectations, are the only currency for successful CV's and interviews,