

# Career Headlines

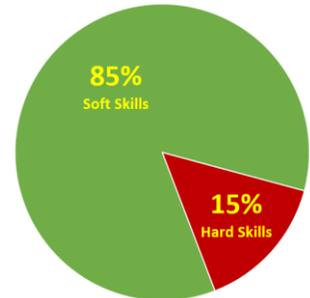
Monday, August 14, 2017

Career Solutions Publishing

## Hard Skills/Soft Skills Comparison

*Career Headlines* started the new school year by looking at the realities and myths of starting a job. One message that came through loud and clear is the extreme importance of soft skills. Now, let's look at some important statistics:

According to Harvard University, the Carnegie Center for Research, and Stanford University, 85% of success in a career comes from having excellent soft skills. This does not mean that hard skills are unimportant, but hard skills without strong soft skills will only take you so far in your career. Compare the two types of skills.



### Questions

**What are the differences in hard skills and soft skills?**

### Hard Skills

Hard skills, such as skills in carpentry, medicine, business, cosmetology, and architecture, are unique to the specific career

Hard skills are technical in nature and can be measured by the quality of your finished product, such as a well-prepared website or a perfectly constructed building addition

You can learn hard skills through books and other training materials or on the job

Hard skills get most of the attention in school

**If I was born with the soft skills I have, why should I try to change?**

Albert Einstein reportedly said, *"I worked in mathematics because people are too complicated."*

Even Einstein couldn't box himself off completely from other people, although he possessed unbelievable math skills. He needed some soft skills, too.

### Soft Skills

Common soft skills, such as integrity, ability to work well with people, confidence, teamwork, and trustworthiness, are needed in all careers

You can learn soft skills, but how well you interact with other people and show professionalism is the final measurement

Soft skills are about how people perceive you. Knowing the soft skills needed and changing your behavior is the key

Soft skills have earned additional study in classrooms because employers say soft skills are the No. 1 weakness in employees

Paul Allaire of Xerox said, *"The hardest stuff is the soft stuff."*

Developing your soft skills is not the same as changing your personality. It's about changing your behavior to fit professional workplace requirements.

**Action:** Choose a career of your choice and make a list of several hard skills and soft skills you currently possess.

*Note to teachers:*

*Job Ready Career Skills* is our well-respected, widely-used curriculum that prepares your students in the soft skills they need for career success. Click on the *Job Ready Career Skills* logo to see sample lessons.

[www.careersolutionspublishing.com](http://www.careersolutionspublishing.com)  
[csp@careersolutionspublishing.com](mailto:csp@careersolutionspublishing.com)