

Soft Skills

75% of long term job success depends upon soft skills mastery and only 25% on technical skills.

Stanford Research Institute International

Laszlo Bock, senior vice president of people operations at Google

“Without humility, you are unable to learn,” Bock says. “Successful bright people rarely experience failure, and so they don’t learn how to learn from that failure.” Instead, he says, they commit the “fundamental attribution error,” which means you attribute positive results to your own genius and negative results to someone else’s shortcomings.

On the flip side, there are skills that no longer matter as much, like expertise.

“If you take somebody who has high cognitive ability, is innately curious, willing to learn and has emergent leadership skills...[but] no content knowledge...once in a while they will mess it up, but once in a while they’ll also come up with an answer that is totally new. And there is huge value in that.”

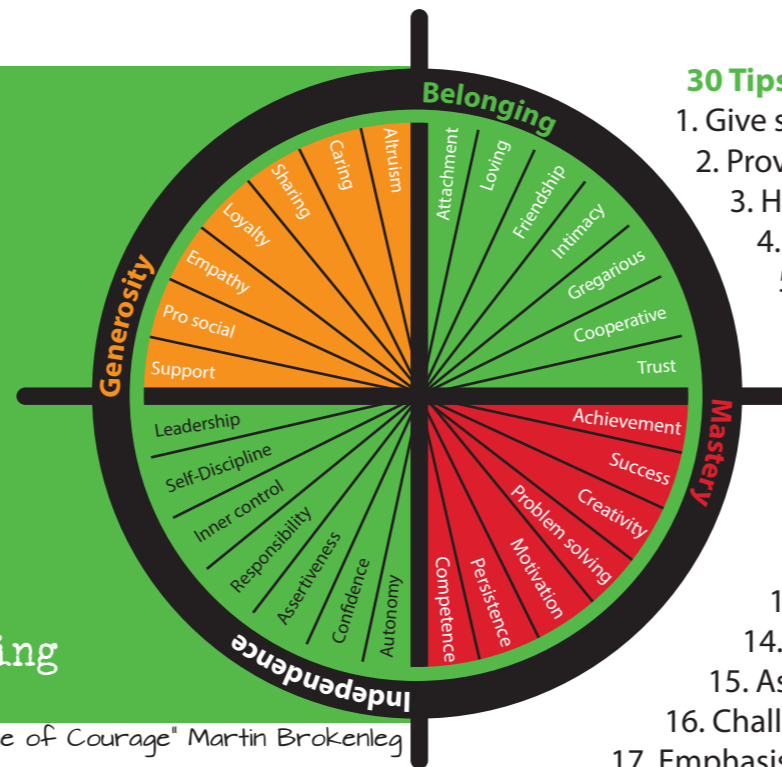
Soft skills don’t lend themselves to direct instruction: “Picture yourself writing this objective: ‘When working on group projects, students will correctly demonstrate empathy on 75% of the opportunities that arise.’ How in the world could you ever measure that?” Fortunately, Teacher Sandy Merz assures us, soft skills can be organically embedded into your day-to-day contact with students. With that, here are a few suggestions we’ve curated



The 7 General Capabilities:

- Literacy
- Numeracy
- Critical and creative thinking
- Personal and social capability
- Ethical understanding
- Intercultural understanding
- Information and communication technology (ICT) capability

Hope & Optimism
Self-Regulation
Vision
Empathy & Global Stewardships
Resilience
Grit
Agility & Adaptivity
Collaboration across Network
Curiosity and Imagination
Initiative & Entrepreneurialism
Critical Thinking & Problem-Solving



"Circle of Courage" Martin Brokenleg

30 Tips to Teach Soft Skills

1. Give students authentic choices about how they’re going to learn and be assessed.
2. Provide a learning environment where trust, initiative, and taking risks are encouraged.
3. Hold all students to the same high standards.
4. Model perseverance by not giving up on students.
5. Support students by helping them find their own way.
6. Demonstrate alternate paths to content mastery.
7. Teach to the whole person (not just the “student”).
8. Treat your students as mature individuals, even when they aren’t following instructions.
9. Talk about tailoring communication styles for different audiences.
10. Build students’ interpersonal skills through an environment of humility and respect.
11. Help students practise taking on different roles in different situations.
12. Differentiate opportunities for personal growth and opportunities for team growth.
13. Cultivate a sense of responsibility through meaningful and unique contribution.
14. Assign group exercises that give people the opportunity to speak, listen, write, organise, and lead.
15. Assess learning through interactive evaluations that demand real-world demonstrations of learning.
16. Challenge students’ reactions to new obstacles and situations.
17. Emphasise that the same solution doesn’t necessarily work every time, even in the same situation.
18. Incorporate exercises in delayed gratification in order to build persistence and grit.
19. Start grading students on how well they listen to their peers.
20. Discuss the importance of social-emotional intelligence in the real world.
21. Design opportunities for students to build and demonstrate resilience.
22. Make learning a personal experience, highlighting the way education shapes personality.
23. Create opportunities for students to innovate, both on their own and in groups.
24. Draw attention to the differences between online and in-person social etiquette.
25. Reward students who are willing to admit they’re wrong.
26. Recognise students who are committed to communicating ideas to others.
27. Hold brainstorm sessions in which students list the possible uses for various soft skills.
28. Help build motivation through principles of self-reliance (read: Emerson, Thoreau).
29. Keep an open ear and encourage students to develop new thoughts and ideas they may have.
30. Develop learning ability through greater awareness of individual learning processes.

Providence Rhode Island Elementary

“Mind in the Making,” teaches skills every child needs to be successful.”

Those skills include:

- focus
- self-control
- critical thinking
- taking on challenges
- communicating

Providence educators say this approach targets

how a student learns rather than what he learns.

It looks at the social and emotional behaviors necessary for early learning: the ability to sit quietly, to pay attention, to share, to express empathy.

Here are the top 10 soft skills organizations are looking for:

• **Communication** • **Organization** • **Teamwork** • **Punctuality** • **Critical Thinking** • **Social Skills** • **Creativity** • **Interpersonal Communication** • **Adaptability** • **Friendliness**

<https://www.bizlibrary.com/article/employee-training-videos-why-they-work-for-teaching-soft-skills/>

