

Hard Skills vs. Soft Skills: The Intangible Power Behind Success

Hard skills will get you an interview, but it's the soft skills that will get you the job.



The Interview Dilemma

Imagine two candidates interviewing for the same role at a high-profile company. Both have identical qualifications, technical skills, and work experience. All tangible abilities are the same.

How do you choose the better candidate?

You look at the intangibles - the soft skills that make the difference.



What Are Soft Skills?



Communication

Effective verbal and non-verbal communication that connects with others.



Critical Thinking

Analyzing situations and making informed decisions under pressure.



Empathy

Understanding and relating to others' perspectives and emotions.



Teamwork

Collaborating effectively and contributing to group success.

Soft skills are nuanced abilities that extend beyond technical knowledge - behaviors that make someone a valuable team member or strong leader.

Real-Life Impact

The Economist

Excellent at statistics and analysis, but without communication skills, cannot convey the meaning of data to those it affects.

The Manager

Has an MBA and technical know-how, but needs critical thinking and empathy to understand team needs and lead effectively.

No matter your job, you need both hard skills and the often-overlooked soft skills to truly succeed.





85%

of job success comes
from soft skills

Why Soft Skills Matter More Than Ever

1

Higher Earnings

People with good soft skills earn higher wages and learn specialized skills quicker.

2

Career Advancement

Soft skills determine how far up you can climb the career ladder.

3

Resilience & Adaptability

Make workers more resilient and adaptable in rapidly changing markets.

4

AI-Proof Skills

With AI reshaping the workforce, soft skills provide stability when hard skills become obsolete.

Soft Skills in the Workplace

Before You Get Hired

- Personality tests assess soft skills
- Interview questions like "Are you a team player?"
- Behavioral assessments

Once You're In

- Criteria for promotions
- Performance evaluations
- Leadership opportunities



Companies have always rewarded soft skills, whether they acknowledged it or not. Rewarding

Soft Skills in Education

Students are graded not just on tests, but on classroom interaction and teamwork during projects. From India to Singapore, from Finland to the UK, soft skills are increasingly becoming part of school curriculums.

1

Early Childhood

Emotional and social skills development programs introduced

2

School Years

Classroom interaction and project teamwork assessments

3

Higher Education

Leadership and communication skills integrated into curriculum





Can Soft Skills Be Learned?

For some, soft skills are innate. For others, developing them can be challenging. Unlike gaining factual knowledge, honing people skills requires work - but it's not impossible.

01

Start with Empathy

Try to put yourself in other people's shoes and understand their perspectives.

02

Focus on Communication

Master the three Vs: Visual (body language), Vocal (tone), and Verbal (words).

03

Study and Ask for Help

Don't be afraid to observe others and seek guidance. Like all skills, soft skills can be learned and honed over time.



"Hard skills may open the door, but soft skills will lift you to greatness."

Being clever is not enough. You need those intangible skills to set you apart and shape your career and indeed your life.

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