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Assignment 3.3

Accentuating Soft Skills For Employment

The article starts off by stating “Employers consistently emphasize that soft skills (critical thinking, listening, communication, etiquette, and working with others) are just as important as those classified as hard skills (teachable and measurable abilities)”. This really does say alot about how people work at companies. You could be the most skilled developer in the world, but if you don't have the “soft skills” listed, you are going to be at a disadvantage to someone else, with less experience. Communication is the key to everything, without it we as developers wouldn't know what we are developing or working on. Without critical thinking, we wouldn’t be able to come up with solutions to difficult problems. Without proper etiquette, and working with others, we would be stuck alone, working on something that could be done by a team of people. The article goes on to say that Soft skills are attributes that are not measurable or specific to a job, but they are personality traits, reflecting the character of the person. In today's fast-paced and competitive market, individuals who possess well defined soft skills are highly valued and vital to the creation of innovative and sustainable organizations, because it's not always about being the best coder, it’s about being able to solve the problems that come with it, and communicate with your team about the code. There seems to be a gap in the market where employers are finding it hard to find employees who possess essential soft skills. In a 2019 survey by the American Association of Community colleges, 73 percent of employers struggled to find workers with depth in their soft skills. The article goes on to say that “Soft skills held in the highest regard by those employers polled in the survey are consistent with those affirmed by other employers in multiple industries. Specifically, employers are looking for mature listening skills, attention to details, ability to communicate effectively, capacity to think critically, well developed interpersonal skills, and a willingness to learn new skills”. The article goes on to say that honing soft skills is important, and says that an appropriate way to bring attention to an individual's soft skills should include building them into a resume, utilizing them in the interview process, and applying them consistently in the workplace. The article finishes off by saying that there are numerous opportunities to cultivate soft skills. A good way to practice them is through volunteer opportunities such as your component state association. Another good way to practice your soft skills is to look for ways to prepare for interview questions, there are many online resources available to help you prepare for questions likely to be asked in an interview. It’s also important to take advantage of those resources by asking someone to proctor a mock interview and practice the questions to gain confidence. The article ends off by saying to use all the tools in your toolkit to set yourself apart from other applicants, and to remember the ultimate goal is to get that job and get your career going.