THE

HUMAN SKILLS MATRIX

24 durable skills that workers need to thrive in today's rapidly evolving organizations.

CIVIC AND CULTURAL LITERACY

THINKING

Critical thinking Creativity Entrepreneurship **Ethics** Systems thinking Comfort with ambiguity

Growth mindset

Communication Collaboration **Empathy** Negotiation Relationship curation

INTERACTING

DIGITAL LITERACY

MANAGING OURSELVES

Self awareness Accountability Adaptability Planning and organization Persistence Professionalism Initiative Integrity

LEADING

Strategic vision Empowerment of others Project management Performance management ORGANIZATIONAL LITERACY

FINANCIAL LITERACY

HOW WE MADE IT

Analyzed

forty-one frameworks and reports from companies, nonprofits, universities and governments



Interviewed

thought leaders within and beyond MIT and reviewed related literature

Developed an initial set

of forty-four skills



Grouped

them into four key domains



Asked

experts from across sectors to select and rank these skills by importance

Contact us at jwel@mit.edu or visit our website to learn more.

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HOW TO USE IT



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IF YOU'RE AN EDUCATOR...

you can use HSX to examine your curriculum and pedagogy to ensure integration of these critical skills.

IF YOU'RE AN EMPLOYER...

you can use HSX to train and upskill workers, provide learning opportunities, and adapt job postings.

IF YOU'RE A WORKER...

you can use HSX to assess your individual capacity for these attributes and, and engage in learning to fill gaps and remain competitive.

IF YOU'RE A POLICYMAKER...

you can use HSX as a touchpoint for workforce planning, competitiveness analysis, and pathway initiatives.

