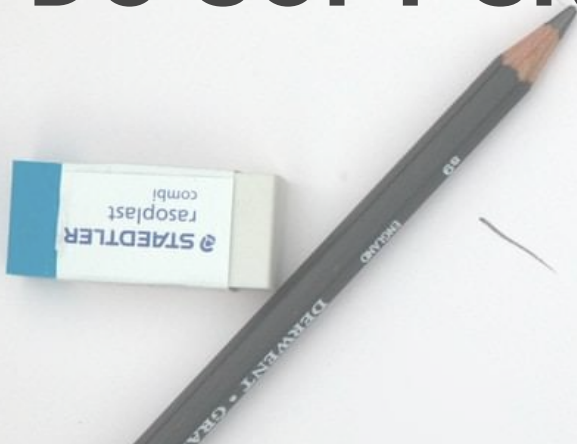




DO SOFT SKILLS MATTER?



Nowadays we hear that soft skills are important to get better job, to become more successful. But what do we know about soft skills? Are those skills really so important? We decided to ask this question to several well-known entrepreneurs and opinion leaders from Latvia, Lithuania, Austria, Italy, Poland and the Netherlands. What do they think about soft skills?

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Gerrit Landgrebe-Nesitka, Head of Human Resources, BearingPoint Austria GmbH, comes from one of the most sought-after industries of IT and consulting.



When I was a young law student, I had the great opportunity to do an internship in a renowned law firm in Madrid. It was an exciting time in terms of many new experiences. But what I remember most is that the head of the company regularly asked me for my opinion on the most diverse cases and listened to me attentively. Afterwards, he thanked me sincerely. I couldn't really classify what the sense was at that time, but I felt tremendously valued. I came to my work very joyfully every day, and I always tried to do my best and prepared myself better and better for my tasks, and I thought about arguments and counter-arguments for the ongoing cases also after my working hours.

Now I have been working in the field of human resources for over 20 years, and I see careers begin and end daily. Already in the job interviews the difference between the candidates is recognizable. It is not only the professional qualification. We decide on new colleagues if they also show that they "have more on it".

"To have more on it" in the sense of, am I able to think differently, am I able to empathize with challenging situations, am I able to co-work with my colleagues in order to cope with complex topics together, do I have the ability to reflect on myself and to recognize my blind spots and processes on them, I am able to give constructive feedback but also to take the given feedback... just to name some important examples of valuable Soft Skills needed in the daily business. All these skills help us to make a meaningful contribution in teams and larger structures and to progress better and faster together as well as to experience the important joy and fun of working together. It is never the task in which we fail; it is always the communication, the collaboration and the respect for each other that prevents everything or makes everything possible.

<http://skills.turiba.lv>