



Soft Skills make the difference

Everyone is talking about soft skills, but what exactly is meant by that and why are they so important?

The concept of soft transversal skills is a very complex one. Therefore, short examples from different perspectives will be delivered to illustrate the relevance and importance of transversal soft skills for entrepreneurial success. Based on recommendations of the European Commission, the Janus+ project consortium defined the three, from the perspective of the employer, most important competence categories:



These competences consist of several elements, which are described below, in order to make the concept of soft transversal skills more tangible.



Social and civic competences include personal, interpersonal and intercultural skills and cover all forms of behaviour that is needed to create an effective and constructive working environment.

In what way do social and civic competences lead to corporate success?

The importance of internal and external **communication** increases across all branches. Therefore, the ability to communicate in an appropriate way is essential for sustainable business success.

Another important social and civic competence is to be **resolution and solution focussed**. In a modern working environment employees are demanded to solve complex problems and deliver innovative ideas.

Adaptable and flexible employees make adaptable and flexible companies. In order to react in an adequate way on fast moving technological, economical, societal or political developments, it is essential for successful companies to be as **flexible and adaptable** as possible.



The key competence **“Learning to learn”** summarizes skills that lead to the ability to manage personal and professional development.



In what way do Learning-competences improve the way of working in your company?



In a modern working environment new challenges occur in regular intervals. Therefore, it is indispensable for entrepreneurial success to promote **trainability** within the company staff. Improving, developing, adjusting – none of this would be possible without trainable employees.



A motivated approach to work is key for success, because **motivation** is an incubator for innovative ideas and lays the foundation for achieving the common company objectives.

Information and Communication Technologies (ICT) are constantly changing and are, above all, integrated in the daily working process across all branches. Therefore, **digital competence** is a “must have skill”. It ensures the participation of your company in a networked society.






Sense of initiative and entrepreneurship is the ability to turn ideas into action through creativity, innovation and risk taking as well as the ability to plan and manage projects.


In what way leads the **sense of initiative and entrepreneurship** to entrepreneurial success?

Especially in relation to creative implementations, it is always necessary to think **critically**. A critical thinker is able to make reasonable judgments that are logical and well thought out, which is key for implementing **creative** ideas.

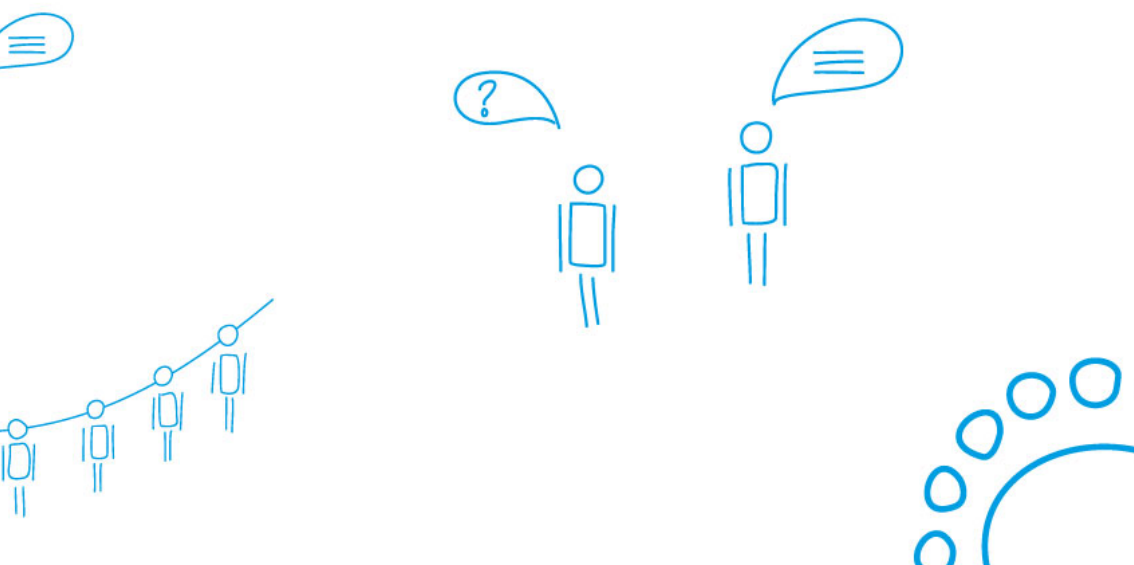
In order to start new businesses or to stay competitive, **entrepreneurial thinking** is the one indispensable soft skill. An entrepreneurial thinker is able to identify needs and develop appropriate business solutions for it.



The achievement of corporate objective is directly connected to specific business strategies. **Result oriented teamwork** is indispensable to conduct these corporate strategies in a successful way.



In conclusion, in an increasingly competitive working reality where hard skills of applicants are often not significantly different, being aware of soft skills is an effective way for employers to select and work with suitable staff. This will benefit to the whole company both in terms of well-being and productivity.





ABOUT JANUS+

In order to succeed in today's economy, modern society and personal lives, transversal soft skills are considered as essential and complementary to formal skills. These soft skills, while important, are not always recognized. They are also not subject to any certification, and therefore difficult to value. During the project duration, tools will be developed which enable five countries from South, North and East Europe (Austria, France, Ireland, Romania, Spain) to share experiences and best practices to integrate the teaching, learning and assessment of several transversal soft skills.

Janus+ aims at promoting better integration and assessment of transversal soft skills to develop a comprehensive medium and long-term employability and thus fight against dropouts and unemployment.



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