

WEBINAR 17.02.2023

How *soft skills* can boost your career within IT

- Soft skills that matter within the IT field
- Business value of soft skills
- Concrete ways to develop your soft skills
- Soft skills and career development/opportunities
- Soft skills as a part of salary negotiations
- Challenges within soft skills



PLEASE WRITE IN THE CHAT:

What do *soft skills*
mean to you?

Katalina Kivinen
Senior Consultant:
Fullstack Developer, Scrum Master,
MBA student



Mirva Toivonen
Senior consultant: Advanced
Analytics, Graph technologies



Soft skills, also known as power skills, common skills or core skills, are skills applicable to all professions. (Wikipedia)

Adaptability

Proactivity

Kindness

Time management

Active listening

Facilitating discussions and workshops

Empathy

Cooperation

Communication

Coaching

Mentoring

Adaptability - ability to adjust to new situations and changing circumstances. It involves being open-minded and flexible, and being able to cope with ambiguity and uncertainty.

Proactivity - taking initiative and anticipating the needs of a situation, rather than simply reacting to events as they occur. It involves being proactive in identifying and addressing problems and opportunities before they arise.

Kindness - refers to the quality of being friendly, generous, and considerate. It is an important aspect of emotional intelligence and involves showing compassion, empathy, and understanding towards others.

Time management - involves effective use of time to prioritize tasks, meet deadlines, and improve productivity. It helps reduce stress, improve work-life balance, and demonstrates responsibility and accountability. In the workplace, effective time management is crucial for meeting deadlines, contributing to team success, and advancing careers.

Active listening - involves fully concentrating and understanding what is being said. It involves paying attention to verbal and nonverbal cues and showing engagement in the conversation. It is a key component of effective communication, helps build trust and understanding, and leads to improved problem-solving and decision-making. In the workplace, active listening is essential for collaboration, conflict resolution, and enhanced communication.

Facilitating discussions and workshops - leading group discussions and activities in a workshop setting. It requires effective communication, conflict resolution, and active listening skills, as well as the ability to manage group dynamics, encourage participation, and maintain focus on the workshop's objectives

- **Empathy:** is the capacity to understand or feel what another person is experiencing. that is, the capacity to place yourself in another's position. Empathy is important skill to have especially when you are mentoring, coaching someone.
- **Cooperation:** working together for a common purpose. cooperation is about working with others to achieve your own goals. Collaboration, on the other hand, is about working with others to produce something together and achieve shared goals.
- **Communication:** it's about sending and receiving information. You can speak, write emails, slack/teams messages.
IT projects often involve teams of professionals working together so the ability to communicate, cooperate and being able to place yourself in another's position are important things to have.
- **Coaching and Mentoring:** The difference between coaching and mentoring: Coaching gives you tools to figure out solutions yourself, A mentor is someone who shares their knowledge, skills and/or experience, to help another to develop and grow. For this you need active listening, facilitation skills, communication, active listening.

Qualifications needed

- Experience in production level software design and development
- Expertise in web development (Javascript, HTML5, React, Nodejs, SQL, Azure and other cloud technologies...)
- Skills to design and plan software architecture
- Skills to understand migration of software and hardware
- Knowledge and skills in C++, ROS and CAN-BUS based systems are a great asset

Required natural characteristics

- Desire to solve problems fast but with an accurate and systematic manner
- Self-driven and proactive working approach
- Desire to follow the latest on software and autonomous vehicles industry, and bring the best ideas for execution.

You will be successful in this role if:

- You have 5+ years of product development experience.
- You have 3+ years of Android and/or iOS specific engineering experience.
- Additional experience with any of the following technologies is a plus: Gradle projects, Maven repositories, CocoaPods, Swift Package Manager.
- You are enthusiastic about learning new languages and enjoy working in a technologically diverse environment.
- You are self-motivated and proactively create partnerships across an organization.

What we wish from you:

- At least 5 years of experience in front-end development
- Good knowledge of JavaScript language.
- Some experience with JavaScript frameworks such as Angular/AngularJS/React/Vue
- Strong knowledge of CSS
- You work confidently with Linux and MacOS command line
- Experience with module bundlers, for example Webpack
- Good English communication skills, both written and spoken
- You are interested in understanding and analyzing the business impact of your work
- Ability to support and mentor other developers

RESEARCH

“Poor communication leads to project failure a third of the time.”

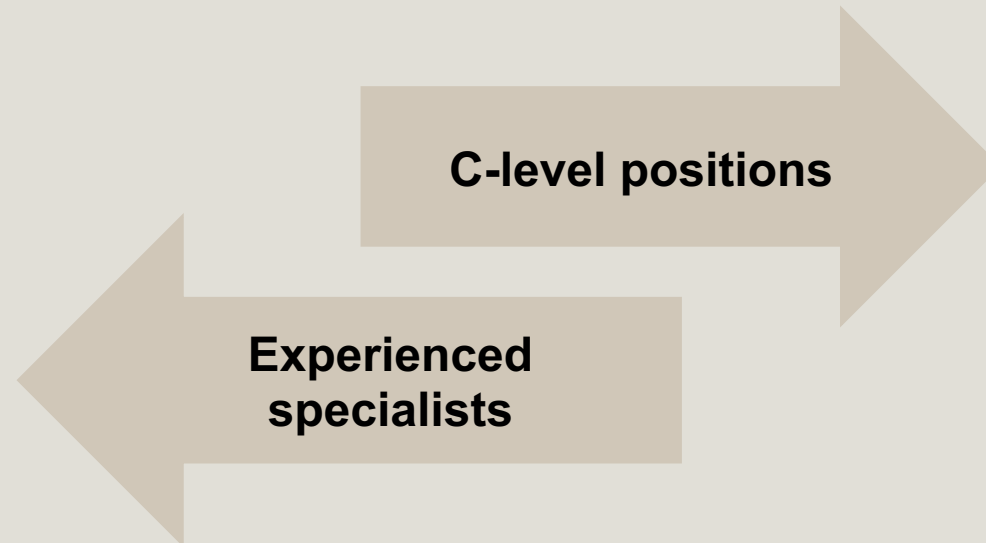
For every \$1 billion spent on projects, \$75 million is put at risk by ineffective communication.”

“Companies with high levels of emotional intelligence had 1.5 times higher revenue growth compared to companies with lower emotional intelligence”

“organizations that invest in developing their employees' soft skills see a return on investment of over 200%”

*”92% of hiring professionals think **soft skills** mattered more than hard skills in determining the success of a hire.”*

*”80% saying **soft skills** were increasingly important to a company’s success.”*



RESEARCH

“Effective leaders are critical to the success of organizations, as they can inspire and motivate their employees, build strong teams, and drive growth and innovation.”

*“Employees with strong problem-solving skills are more likely to be viewed as valuable contributors to their organizations and are **more likely to be offered promotions** and other opportunities for advancement.”*

*“Leaders with high emotional intelligence are better able to understand and manage the emotions of their employees, which can lead to **improved employee engagement**, better teamwork, and higher productivity.”*

*“Employees who had strong communication skills were more likely to **be promoted and earn higher salaries.**”*

*“Teams with strong interpersonal skills and effective communication are **more likely to be successful in their projects** and have a positive impact on overall organizational performance.”*

*“Employees who are skilled at managing their time are more productive and better able to meet deadlines, which can result in **increased efficiency** and improved financial performance for their organizations.”*



QUOTE

***“soft skill isn’t a skill
until you have control
over it”***



Control soft skills

- Remember, soft skills are not just about being a "good guy"
- Close to psychology: understand what skills you already possess, which skills you should develop, what soft skills are you lacking. Are you afraid to ask questions or start discussions perhaps? Make a list of traits you want to develop and start focusing on.
- To be able to develop your soft skills you need to be willing to do so. It starts from within.
- Make sure that you put yourself in situations where you can grow. Take responsibility, don't be too shy or kind or wait for someone to give you opportunities.
- As a women within tech my advice is to demand tasks and responsibilities that support your growth.
- Look for an employer who understands the value of soft skills and wants you to develop them.

How to **develop** your soft skills

1. Practice active listening
2. Take on new challenges
3. Seek feedback
4. Read and learn
5. Seek professional development opportunities
6. Practice self-reflection
7. Volunteer
8. Observe and learn from others
9. Network
10. Practice, practice, practice

QUOTE

***“You can teach
someone to fish, but
you can’t teach them to
enjoy fishing”***



5 tips

- See learning as a long process
- Honest self-reflection
- Practice your skills
- Demonstrate your skills
- Continuously improve



What to read, watch or study

COURSES

- Coursera:
 - Soft Skills: The Software Developer's Life Manual
 - Emotional Intelligence
 - Communication Skills for Success
- Udemy: Communication Skills: Speak and Write with Confidence
- LinkedIn Learning: Time Management Fundamentals

BOOKS

- *"Crucial Conversations: Tools for Talking When Stakes Are High"* by Al Switzler, Joseph Grenny, and Ron McMillan.
- *"The 7 Habits of Highly Effective People"* by Stephen Covey.
- *"Emotional Intelligence 2.0"* by Travis Bradberry and Jean Greaves.
- *"How to Win Friends and Influence People"* by Dale Carnegie.
- *"The Lean Startup: How Today's Entrepreneurs Use Continuous Innovation to Create Radically Successful Businesses"* by Eric Ries.

What to read, watch or study

Videos

- <https://www.youtube.com/watch?v=aDMtx5ivKK0>
- TutorialPoint. Block on soft-skills:
<https://www.youtube.com/watch?v=x60GHpQ8gJk&list=PLWPirh4EWFpFIEISxpIDIEhRDZHkBD-0n>

Articles

- <https://www.bbc.com/worklife/article/20220727-soft-skills-the-intangible-qualities-companies-crave>
- <https://www.mindtools.com/a0uur35/why-soft-skills-matter>
- <https://post.edu/blog/7-ways-to-sharpen-your-soft-skills/>
- <https://www.futurelearn.com/info/blog/soft-skills-what-they-are-and-how-to-develop-them>
- *More links on what and how to study:*
<https://your.yale.edu/work-yale/learn-and-grow/training/clerical-technical-training-and-development/developing-soft-skills>

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Thank you!

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on LinkedIn***

