

## **THE DIFFERENCE BETWEEN HARD SKILLS AND SOFT SKILLS**

It is important to know that when considering new employees, many companies look first to see if that worker has the practical knowledge to do the job.

However, while the hard skills are significant, companies know that excellent employees have another skillset that may be harder to cultivate: soft skills. The matter is that hard skills refer to the job-related knowledge and abilities that employees need to perform their job duties effectively. Soft skills, on the other hand, are the personal qualities that help employees really thrive in the workplace. Hard skills help you identify candidates who are good on paper, whereas soft skills indicate which of these candidates are good in person, too. This means that you need a good mix of hard and soft skills in every employee so that they can be successful in their role.

Hard skills are considered to be technical skills, job-specific, relevant to each position and seniority level. In other words, each position in every company will require a unique hard skills list. Soft skills are general characteristics, relevant to personality traits. Some soft skills you'd like to see in all employees regardless of their position or expertise, while other soft skills make sense in certain jobs and are less important in others. Moreover, employees develop hard skills through education and on-the-job practice, while they develop soft skills through various, life-long professional and personal experiences.

Hard skills are measurable and can be described using numerical or yes/no criteria. On the other hand, soft skills are often intangible or hard to quantify and are usually described with qualitative scales.

Making conclusions, hard skills can be evaluated through resumes, portfolios, job-related assignments and role-specific interview questions. On the other hand, soft skills are better assessed by asking situational and behavioral interview questions, by using soft skills questions and tests and by taking into account a candidate's overall personality characteristics as presented during the entire hiring process.