Hard Skills VS Soft Skills

The balance between them is the key for success

By definition

Hard skills include the specific knowledge and abilities required for success in a job.

Soft skills characterize your relationships with other people, or are about how you approach life and work.

Measurable or not?

Hard skills are teachable abilities that can be defined and measured much more than soft skills. Hard abilities are easy to quantify.

Soft abilities are personal-driven and subjective skills. They are really hard to measure.

How to prove them?

Hard skills are easy to prove with certificates, education degree, awards and etc.

Soft skills related to your personal characteristics and traits and are dificult to prove.

Examples

- Basic computer skills
- Data analysis skills
- Mathematical and numeracy skills
- Knowing foreign languages
- Physics knowledge

- Communication skills
- Leadership skills
- Flexibility and adaptability skills
- Decision-making skills
- Creativity

Particular Example

Let's take software developers. Their hard skills are the knowledge of development language such as Java and C++.

The soft skills of a software developer are his abilities to work successfully in a team and to communicate.