

# WHAT SKILLS DO EMPLOYERS LOOK FOR?

When an employer is looking for the right candidate for their job, there are many things to consider. Yes. They do want to know that you can do the job, that you have the right skills and qualifications, but they also want to know if you are the right person for the job. You could have all the qualifications in the world but if you do not fit in with their team, you will not be chosen.

There are two sets of skills that employers look for during the application and interview process. These are hard and soft skills, often referred to as skill sets. Employers look for a combination of both skills. What's the difference between hard and soft skills?

Hard skills are specific abilities and technical skills required for the job. These are teachable and it's easy to determine what they are and whether you have them. They may have required previous study or training.

Examples of hard skills:

<b>A degree</b>	<b>Forklift truck licence</b>	<b>SIA badge (security)</b>	<b>CSCS card (construction)</b>	<b>PSV licence (public service vehicle)</b>
<b>Project management skills</b>	<b>Engineering, mechanical or electrical</b>	<b>IT programming experience</b>	<b>Nursing qualifications</b>	<b>Teaching qualifications</b>

The hard skills required for a certain job can usually be found in the advert, job description or person specification. When writing a CV or applying for a job, these skills are easy to prove you have them. You can tell. For example, yes, I have a forklift licence.

Soft skills are harder to quantify and these determine whether the interviewer thinks you are right for the job, whether you fit in with their team and share the company's values. Soft skills are often referred to as interpersonal skills or people skills. These skills determine how you relate to and interact with other people. These skills develop over time with experience. You might also hear them referred to as transferrable skills.

Examples of soft skills:

<b>Communication</b>	<b>Flexibility</b>	<b>Leadership</b>	<b>Motivation</b>	<b>Patience</b>
<b>Persuasion</b>	<b>Problem solving</b>	<b>Teamwork</b>	<b>Time management</b>	<b>Attention to detail</b>

It is harder to prove you have the right soft skills for the job. You must be able to show an employer that you have them. The only way to do this is by giving examples both on your CV and during the interview. For example: I showed this, when I did this...

