

Definition Soft Skills

- Soft skills (Google occurrence index @6/12/2008 1.8m)
 - „communicative abilities enhancing the efficiency in interactions.“
 - „the ability to communicate and work in teams.“
 - „is a sociological term for a person's Emotional Intelligence Quotient“

- Social skills (Google occurrence index @6/12/2008 4.1m)
 - „Social skills and adaptive behavior represent two subdomains of the superordinate construct of social competence.“
 - „Social skills are viewed as an organizing principle for relating a variety of superficially dissimilar behaviors under a single megaconstruct.“

- Within this presentation, „soft skills“ are understood as communicative abilities for interacting with other people.

Building Block Model

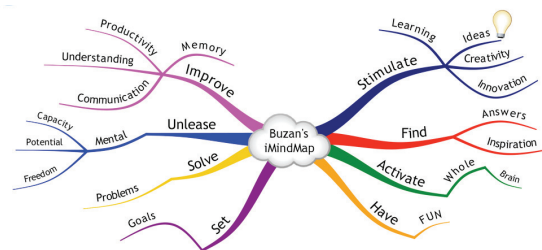


	<i>Level</i>	<i>Building Block</i>	<i>Age</i>	<i>Model</i>	<i>Changeability</i>
Professionalism	3	Training			Within weeks
	2	Professional Experience	15+	Apprenticeship	Within years
Personality	1	Sociocultural Imprint	3-15	Lewis Model	Very Little
	0	Core Identity	0-3	Tangible character types, Big Five	Not at all

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Core Identity

- Five Factor Model (John et al., 1999)
 - Openness to experience, Conscientiousness, Extraversion vs. introversion, Agreeableness, and Neuroticism.
 - Test: <http://www.outofservice.com/bigfive/>
- Tangible Character Types
 - Systemic Inspirator (SI) vs. Linear Efficientist (LE)
 - Time management for creative scatterbrains (SI) vs. logical sequencers (LE) (Nussbaum, 2007)
 - Test: http://www.kreative-chaoten.com/denkstilanalyse/en_test.php

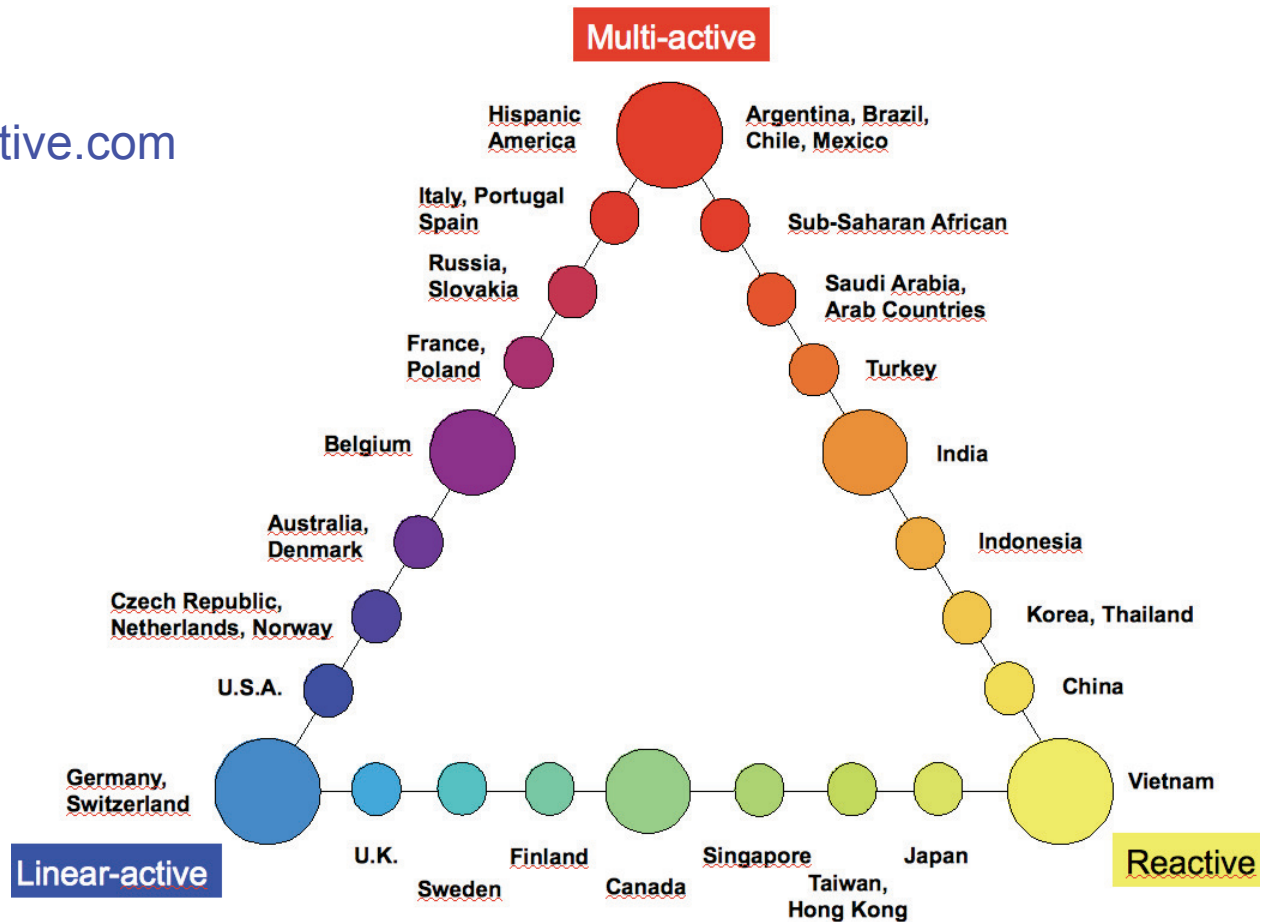


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Sociocultural Imprint

- Lewis Model

Test: www.cultureactive.com



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Professional Experience

- Model of apprenticeship
 - Apprentice - basics
 - Journeyman - gain practice
 - Master - perfection.

