



SOFT SKILLS -THE KEY TO EMPLOYMENT A LITERARY PERSPECTIVE

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Abstract

Every human being thinks that money, intelligence, knowledge, good looks, and handsome life partner makes them happy and live in peace. Without questioning how and why a soft skills trainer would tell that soft skills or people skills are most important for everyone. It is an art of unfolding yourself into the person you want to be.

Ernest Hemingway, Stephen King, and A L Jacobs didn't just become writers by throwing words on paper, whenever they felt like writing. If they did, they would not have become great writers and we would never have heard of them. You know they had a honed writing system. Earlier research has indicated that the millennial generation, or those born after 1980, were lagging on several necessary abilities: poor literacy skills, use of soft skills, building critical thinking skills, and much more.

Our institutional mechanism has been struggling to teach soft skills. Soft skills contribute to learning about self, of building relationships and bringing out the best in people. There is a Biblical saying that goes like this, "Show me your friend, and I'll tell you who you are." If a person is average, it indicates the average number of people the person spends the most time. 80% of our life depends on the person/s whom we spend maximum time. It is interesting to note that while we help others achieve their goals, they enable us to achieve ours and exert a powerful influence in society. [246 words]

Keywords: *basic abilities: poor literacy skills, use of soft skills, building critical thinking skills.*

Introduction

Every country has its law to speak their language, and so is also the principle with educational institutions and workplaces. With increasing cultural diversity in educational institutions and workplaces, the priority lies on soft skills than on instructional method. Earlier generation valued marks, now as situations are different and unpredictable, it is essential to teach soft/life skills in everyday life. 'Soft skills are more difficult to teach and learn than hard skills, and our education system has struggled to develop scalable and effective ways to teach them,'ⁱⁱ Berger notes. There is no prescribed curriculum and no teachable steps to acquire soft skills. E.g., employability is the greatest need of every nation and all modern students, barring students who wish to pursue entrepreneurial education and become successful businessmen. Soft skills are an excellent tool to prepare students for employment, higher education, and set up an enterprise. To illustrate, a job seeker should have both academic and soft skills. The educational qualification gives knowledge but applying that experience to a purposeful end is supplemented by soft skills.



Teaching & Learning of Soft skills

The question is, where are soft skills best acquired? To begin with, children, follow the manners and customs of the elders at home, and as they grow older are best honed with practice and experience. They are a few companies that train newly hired workers in soft skills. It is easier to learn soft skills through literary examples, for they have a positive impact on the young mind. For eg., Berton Braley says

*If you want a thing bad enough
go out and fight for it,
Work day and night for it,
Give up your time and your peace and
Your sleep for it...*

*If dogged and grim you besiege and beset it,
You'll get it! (The Will to Win)*

The words convey motivation, inspiration, and determination. If one is determined to get the thing badly, then one must go out and fight for it day and night, giving up peace and sleep, Or follow H W Longfellow's prescription to a forlorn and shipwrecked brother who is disillusioned by the modern world

Let us, then, be up and doing,

With a heart for any fate;

Still achieving, still pursuing,

Learn to labor and to wait... (A Psalm of Life)

History shows how the most successful and famous people endured failures in life. Every failure gave a backup to get back to life and succeed. "Failure is unimportant. It takes courage to make a fool of yourself," said Charlie Chaplin

Literary works best inculcate soft skills

Literary works connect people and cultures from distant lands. What Roald Dahl, Matilda says is so real that books have the power to transport us to unusual and exotic places. "The books transported her into new worlds and introduced her to amazing people who lived exciting lives. She went on olden-day sailing ships with Joseph Conrad. She went to Africa with Ernest Hemingway and to India with Rudyard Kipling. She travelled all over the world while sitting in her little room in an English village."ⁱⁱⁱ

The beauty of literature is it teaches attitude, which primarily relates to soft skills and what soft skills are and why they are essential in life. Soft skills are mostly personality driven and are best evidenced in people anywhere be it at study, on street and work. But who is responsible for transmuted these values and beliefs to the learner?

Teachers must emphasise the importance of soft skills

It is the teacher who must develop a mentoring relationship with the mentee to explore the feelings and emotions of the mentees and guide them by acquiescing the values that learners achieve success in life. Speaking on the importance, Goethe explained literature as "the humanization of the whole world."^{iv} Regardless of language, most literary works allow us to



have better understandings and epiphanic revelations about life, business, and the people around us. Softskills can make or break one's career.

Different work styles and or personality differences causeNot able to keep up deadlines; poor performance; failing to meet goals; not able to focus on tasks; miscommunicating and giving a negative impact can escalate into a dispute with far-reaching consequences and create a damaging ripple effect. It means a lack of soft skills.

Lack of soft skill naturally arises a conflict in a gathering of people from diverse backgrounds. The battle may arise from communication barriers, cultural differences, or otherwise. Conflict becomes uncomfortable to deal if the situation is not managed with ease and results in the breakdown of relationships. Workplace relationships can be healthy and satisfying or toxic and halting. It could affect in bringing down a company's productivity. Right soft skills can be overcome communication barriers and cultural barriers.They will close gaps and motivate people in the right direction and can bring warring nations together.

Soft skills in career and life

If soft skills bring us close to people with a feeling of empathy, interpersonal skills help assess ourselves with others, our talents, our abilities, our energies, our experiences, our interest to cope with others in the family, at work and meet challenges in life.According to the listening legend,

Ralph Nichols, "the most basic of all human needs is the need to understand and be understood."^v

Our interaction with people best identifies our soft skills. People with soft skills know everybody and can talk about any issue. Soft skills are essential in manufacturing jobs, routine tasks,service jobs, which need interpersonal skills and communication.Against the race of time, students must train in soft skills to keep them goingbeyond their potential.Guy Berger, the Chief Economist's advice is that job candidates "must add top five skills are communication, organization, teamwork, punctuality and critical thinking to their resumes."^{vi}

Conclusion

The essential skill that human beings require to survive. "Survival is built in (to) our DNA — it's part of the very fabric that makes us into who we are."^{vii} We were thriving some two lakhs years ago with the invention of language, expanding our knowledge enhancing techniques to improve the quality of life. They are the "key to building relationships, gaining visibility, and creating more opportunities for advancement,"^{viii} says Kathy Robinson, founder of Boston career-coaching firm Turning Point. It's not your qualification, but it is people with healthy, soft skills are less stressed, more successful at home, work, and enjoy happy hours.



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