

HARD SKILLS

Learnable expertise

Hard skills are measurable abilities acquired through education or training – such as coding, accounting, or legal knowledge. They mainly belong to the domain of technical and methodological competencies and form the foundation of professional qualifications. However, these skills can quickly become outdated. Technological progress and changing job requirements demand continuous learning, often directly on the job. Lifelong learning has become essential. One challenge: hard skills are often industry-specific and not easily transferable. Identifying transferable skills can greatly increase mobility, especially during career transitions.

Hard skills aren't everything

Hard skills are crucial – especially to get invited to a job interview. But they are entry-level requirements, not key differentiators. In many cases, soft skills such as communication, self-management, or leadership decide who gets the job and thrives long-term. True success comes when technical, social, and personal skills work together.