

HARD SKILLS

Hard skills open the door – but they rarely determine who gets the job.

Hard skills are measurable abilities that can be acquired through education and training: programming languages, accounting, legal expertise. They form the foundation of professional qualification and are typically associated with technical and methodological competence. Yet they age quickly. Technological change and shifting requirements demand continuous learning – often directly on the job.

A particular challenge is that hard skills are often industry-specific and only partly transferable. Those who consciously develop transferable skills as well remain flexible – especially when changing roles or industries.

In hiring decisions, hard skills are a prerequisite, not a differentiator. What makes the difference are soft skills: communication, self-management, leadership. They are harder to measure – but decisive when it comes to overall fit. Professional success emerges when technical, social and personal competencies work together effectively.

Articles on hard skills (all articles)

- Certified, therefore I am...
- How not to communicate your transferable skills