УДК 681.3
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ГНУЧКІ НАВИЧКИ ЯК ВАЖЛИВА ЧАСТИНА ІТ

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SOFT SKILLS AS THE IMPORTANT PART OF IT

There are a lot of hard skills IT specialist must have. However, sometimes hard skills may not be enough to achieve certain results. In these cases, performers' soft skills come to the rescue. What are soft skills? What kind of problems can they solve?

The modern development of technology affects the development of society. It creates the false impression that new inventions can solve any task or problem. But this approach has its threats and limitations. The fact is that the human nature remains unchanged, and the opportunities that new technologies provide turn the "human factor" into the weakest link in the production process.

The main goal of soft skills is to turn the "human factor" into the strongest link in the development process, improve communication and relations among members of staff. These improvements positively influence the production process, make it more effective, faster and convenient for employees and customers.

What are soft skills and how they solve necessary problems? These are personal characteristics and interpersonal acquirements that characterize a person's relationships with colleagues. In the workplace, soft qualifications are considered to be a complement to hard skills, which refer to a person's knowledge and occupational competencies.

Soft qualities have more to do with who people are, rather than what they know. Thus, they encompass the character traits that decide how well one interacts with others and usually are a definite part of an individual's personality. In a competitive labor market, employees who demonstrate a good combination of hard and soft skills often see a greater demand for their services.

"I would rather hire a man with enthusiasm, than a man who knows everything.", said John D. Rockefeller. From this quote, we can understand that personal characteristics, even in the 19th and 20th centuries, were valued more than technical skills. However, this point of view has gained the greatest popularity only in the 21st century.

The most important two soft skills are communication and collaboration:

Comprehension is a necessity. Ability to relay and understand ideas is a must-have for all IT workers. The capability to influence is especially needed for senior roles. In addition to this, due to the good communication you can avoid different difficulties, which may be caused by little misunderstanding among members of team. Moreover, employee can explain properly the essence of the problem to his colleagues who can help him to solve it. "Communication and sociability are all needed by the developer. What for? In order to be able to correctly describe work tasks, interact with another developers and customers. Moreover, these skills may help a worker to receive a lot of valuable information from colleagues. Communication qualities can be improved by visiting different trainings or reading books.", notes Alexey Kartinnik, YouTube blogger, "team lead" and senior developer at SoftTeco.

Collaboration is also extremely important. "Lone-wolf" developers may have a lot of problems with team work. Due to strong ties between teammates, tasks can be performed faster and more efficiently. Working collaboratively often means taking a step back and doing things under the supervision of another member of the team. "If a developer is a "team player", it will be easier to adapt to the new team, workflow and environment because his colleagues will be eager to help him as fast as possible. Unless he likes to work in a team, employee may have misunderstandings

with his teammates. This can negatively affect the development process and his career.", says Alexey Kartinnik.

The ability to learn is a tremendously necessary skill for all IT workers. Information Technologies are evolving extremely fast. So every day developer should get to know a large amount of new information, stay on top of the latest trends, adapt to new environment to remain in demand as a specialist.

Empathy is inevitably essential for each IT team. Getting to know each other better leads to empathy. If a worker feels empathy to his colleagues, he will trust them and be sure that they won't let him down. Besides, team communication will move to a higher level. This factors will positively influence the development process.

Employees face different problems and a great amount of new technologies daily. They have to be able to adopt on the fly to save more time dealing with the problem or studying something new to perform it properly. So flexibility is also important quality for IT specialist.

Passion is exceptionally important skill for every programmer. Trying to solve the same problem using different ways again and again needs a lot of passion and attention.

English is one of the most necessary skills for IT. Firstly, it can be very useful during learning a programming language. A lot of language constructions are built on the basis of English. However, if programmer doesn't know it, he also loses a great amount of new information. All breaking news is available in English-speaking community and while this information is being translated into another language, it may be a bit outdated. Furthermore, a lot of staff members should be able to communicate with foreign customers easily. So IT companies prefer specialists with advanced speaking skills. "English is one of the key skills for IT specialist. So every employee ought to know this language at the proper level because he is not only a developer, he is a representative of his company. It is important to improve speaking, listening and reading skills to master the profession of an IT specialist. Watching videos on IT subjects, reading different articles and technical documentation may help to study English effectively. Furthermore, knowledge of English can help an employee to get a promotion faster.", notes Sergey Nemchinskiy, YouTube blogger, CEO and founder of FoxMinded

To summarize, soft skills are exceptionally important for every employee especially in the field of IT. They help us make our work process simpler, faster and more comfortable. Although the field of soft skills is quite large and extensive, I suppose it will develop more and more in the near future.

Literature and sources:
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You Tube channel "Sergey Nemchinskiy"
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