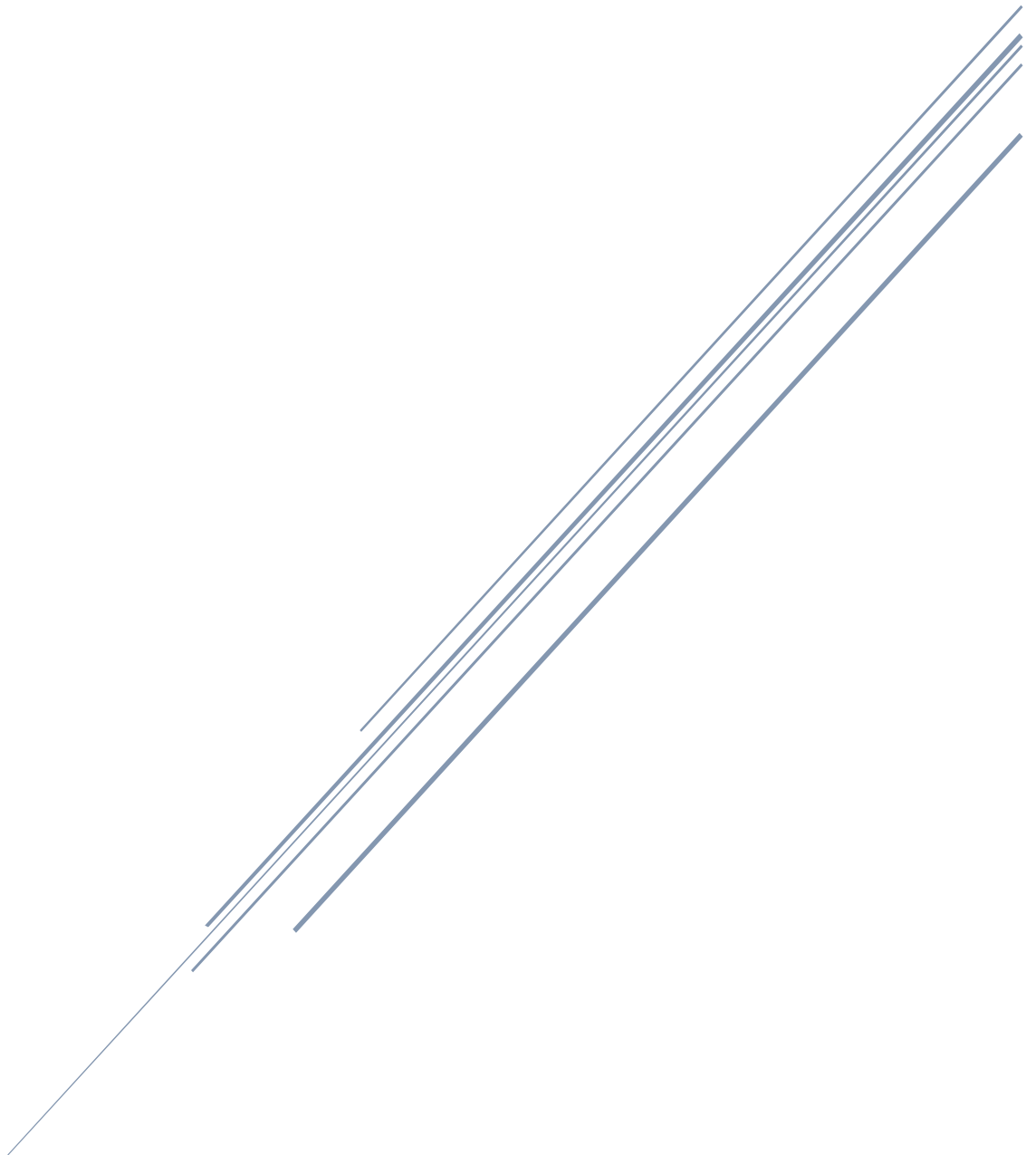


IDENTIFYING SOFT SKILL REQUIREMENTS IN THE CONSTRUCTION INDUSTRY

Assignment 1 – Part 2



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Introduction

The candidate will provide an understanding of the chosen article in this publication by presenting samples of the topics, findings, and article content.

Credibility will be discussed, and examples of engagement with literature and references will be provided. The author will offer feedback on what they think was done well, suggest areas for improvement, and evaluate the content's quality, usefulness, and relevancy.

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Construction Journal – (17 May 2023)

Pinpointing the industry's soft skill requirements, is a 2023 publication that was prepared in response to recent worldwide research. Its goal is to define essential characteristics, outline training requirements, and promote the importance of these skills.

The article shows that a study was carried out by the School of Built Environment, at the University of Massey, in New Zealand. The purpose of the study was to find out what soft skills the construction industry possesses, alongside the support of RICS (Royal Institution of Chartered Surveyors).

The results of the study were taken from feedback they had gathered from construction professionals who were based in Asia Pacific, the Middle East and Africa regions. They then divided the answers into three clusters.

The ethics & professionalism cluster thought the basic skills needed in the construction industry were integrity, work ethic, taking responsibility, courtesy, enthusiasm and positive attitude.

The self-effort management cluster included core skills such as emotional intelligence, flexibility, adaptability, creativity and curiosity. Along with, managing cross cultural relationships and conflict management.

The third cluster, leadership and power thought the transferrable skills such as problem solving, teamwork, networking, self-management and time management was appropriate whilst including, client management, negotiations, decision making and communication.

The research found contradictions as well as similarities between the abilities that are needed and those that are possessed. Communication is clearly stated as a necessary talent but is not as highly regarded by building professionals, even though integrity and work ethic are highly respected and exist in both sets.

The two categories of soft skills that have been recognized as necessary do not match the skills that professionals now possess. These specifications are divided into two categories: traits-based (less changeable) and training-based (more controllable). Problem-solving, responsibility, decision-making, integrity, communication, teamwork, and leadership are examples of training-based skills. Emotional intelligence, adaptability, flexibility, creativity, curiosity, and managing cross-cultural interactions are examples of trait-based talents.

To acquire and improve these abilities, an even distribution between strength and weakness is crucial, particularly when considering prior project experience. By accepting responsibility and being accountable, professionals with a higher influence in project teams can successfully teach these soft skills to team members, ensuring leaders are productive, efficient, and engaged in their roles.

Since it is more difficult to develop trait-based talents, many employers would rather find candidates who possess them. Gaining an understanding of these elements can help advocates for policy reforms, particularly those pertaining to training-based skills. To highlight the value of planning and provide paths, codes of practice, recommendations, and even rules, this entails collaborating with trade associations, regulatory agencies, and governmental entities.

Credibility

Since the article has been approved for publication on the reputable website RICS (Royal Institute of Chartered Surveyors), in May 2023. It has a high level of credibility because it shows us the more updated research and findings. Three of the authors, Drs. Andries van Heerden, Mostafa Babaeian Jelodar and Gregory Chawynski, are senior lecturers at the School of Built Environment.

This school is an international leader in teaching and research for built environments that cover sustainability, lighting, digital technologies, and quantity surveying. In-depth research is frequently conducted by educational institutions, and credibility is increased when a respectable institution participates. Furthermore, the Royal Institution of Chartered Surveyors' (RICS) backing for the study enhances its reliability even more.

The fourth author, Sean Ellison, is an NSW Research Manager at Cushman and Wakefield, which has more than 400 offices and 52,000 employees' across almost 60 countries. It is also a world leading commercial real estate service. This shows that this author has a high professional knowledge in this sector.

The study's credibility is increased by the classification of soft skills into three clusters: leadership and power, ethics and professionalism, and self-effort management. This technique implies an organised and thorough approach to the research. The article provides

specific examples of soft skills within each category, alongside a table which encourages the readers understanding.

Authenticity is added to the findings by acknowledging the inconsistencies between the abilities that are needed and those that are possessed, as demonstrated by the example of communication being important but undervalued. It displays an advanced awareness of the dynamics of this industry.

The separation of soft skills into training- and trait-based groups complies with organisational behaviour and psychology frameworks. This provides the study a stronger theoretical basis.

My Feedback

The article clearly states its goal, which is to define essential characteristics, outline training requirements, and promote the importance of soft skills in the construction industry. This clarity provides readers with a clear understanding of the article's purpose. Providing specific examples of soft skills within each category enhances the practicality and applicability of the findings, making it easier for readers to understand and relate to the information.

While the article mentions that feedback was gathered from construction professionals, the areas that the professionals specialised in, would give the reader more of a relatable understanding. For example, bricklayers, architects, surveyors etc. A discussion of the potential long-term impact of the research on the construction industry would have benefitted. Readers could then acknowledge the influence and practice within their own sectors. While the article suggests collaboration with trade associations, regulatory agencies, and governmental entities, it could provide more specific examples or case studies of successful collaborations. This would make the recommendations more useful. Overall, the journal is well structured and provides valuable information, however, these suggestions could enhance its depth and impact.

References

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