


and infrastructure - the ability to work well with multiple stakeholders is of growing importance.

Change Adaptability and Productivity is Increased

Leaders who can effectively communicate the rationale for change, allay employee fears, and guide their teams through transitions are far more likely to have teams that are cooperative, innovative, resilient, and tenacious problem-solvers.

How to Develop Soft Skills

To develop *any* skill requires starting with self-awareness. Regularly seeking feedback, investing in “soft skills” training, and practicing relationship building techniques are ways to develop the interpersonal abilities that today’s leadership demands. Mentors and coaches are also helpful resources who can guide decision-making and communications that involve more than just technical expertise.

As the construction industry continues to evolve, the demands for leaders who are both technically proficient and socially skilled is only going to increase. Knowing “the numbers” and having operational expertise will always be important, but today’s leaders must also inspire, motivate, empathize, and lead change well. Soft skills are not optional. 

*According to Gallup, 51% of American workers are moderately disengaged and 17% are actively disengaged.

