

The Crucial Role of Personality and Soft Skills in the Globalized Era: A Comprehensive Analysis

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ABSTRACT

In today's globalized world, characterized by interconnected economies, diverse cultures, and rapid technological advancements, soft skills have emerged as essential competencies for individual and organizational success. This research paper delves into the significance of soft skills in navigating the complexities of the globalized landscape. Through a thorough review of literature and empirical evidence, this paper examines the multifaceted impact of soft skills on various aspects of professional and personal life, explores the challenges associated with their development and assessment, and provides insights into effective strategies for enhancing soft skills in individuals and across organizations. In the era of globalization, where boundaries are increasingly blurred, the demand for soft skills has risen sharply. This paper provides an overview of the concept of soft skills and their relevance in the globalized world. Globalisation has made business more complicated and changed how people use technology, how organisations work, and where people work. Globalisation has made it necessary for people to work across borders. To get their ideas across, they need to learn a language other than their mother tongue. They also need to adapt to the cultures of the countries where they work in order to work well with people from other cultures on cross-functional or project teams. Finally, employers and employees need to be aware of these cultural differences. Because of this, email, video calls, and face-to-face meetings all become important ways to talk to each other. Globalisation and privatisation have had such a big effect that you need to learn soft skills in order to give customers and co-workers information and services, work well with others, learn or get the technical skills you need to do a job, and gain the trust of managers and supervisors.

Keywords: Skills, Need Cultures, Globalisation, Competencies, Paper Strategies, Co-workers, Complexities Empowerment, Soft Skills

Empowerment is an idea with many sides, dimensions, and layers. Getting from a place of forced helplessness to one of power. Sharing knowledge, benefits, and power with the weaker people in society lets them take the lead and make choices that will help solve problems and make service and performance better. Having power means taking care of things yourself. In other words, it means realising that we have control over our lives and that we can choose how to react to anything that happens. Empowerment makes our work life better by giving us more faith in our own ideas, skills, and decisions. It's about getting

to know ourselves and having faith in our ability to do our job well. People who have power help to make societies that have power.

The Oxford Advanced Learner's Dictionary says that to empower someone is to either "authorise" them to do something or "give them the power to do it." The idea behind empowerment is that giving workers the right tools, resources, authority, chances, and motivation, while also holding them responsible for the results of their actions, will make them more competent and happy (Business Dictionary).

Personality and Soft Skills

Being Yourself People use the word “personality” to describe and explain how people are different and how they behave in similar situations. People describe personality in many ways, such as by how they look, what they do in life, their strengths and traits, how they usually act, and so on. People have unique patterns of thoughts, feelings, and actions that make them special. This is what personality is all about. It comes from inside the person and stays pretty much the same throughout life. Gordon Allport says that a person's personality is made up of the changing organisation of their mental and physical processes that decide how they react to their surroundings. Personality, according to Feist and Feist (2009), is a pattern of traits that don't change much over time and unique traits that make a person's actions both consistent and unique.

A lot of different ideas exist about how personality grows. For a general overview of the main personality theories, here are some examples: The theories were the first ideas about how people existed. These ideas say that biological factors can explain a small group of “personality types.” (The Hippocrates) G. Allport's Trait theories look at the unique things about each person, like their traits or personality traits. Freud and Eric Erikson's Psychodynamic theories stress how the mind affects personality and how drives, urges, and mental processes are always interacting with each other. Behaviourists believe that people learn habits through basic training or learning processes. They focus on how people interact with their surroundings. (Skinner B.F.) Humanistic theories stress the value of the self and each person's unique view of the world. (Frank Roger) He is best known for his idea of behavioural traits. It took him 18,000 English words to find the one that best described a personality trait, which led to his trait theory of personality. There are 4500 different traits on his list, which he then divided into three groups: cardinal traits, core traits, and secondary traits.

Cardinal traits are traits that run through a person's whole personality or life, often to the point where that person is known just for those traits. If someone has these kinds of personality traits, they may become so well-known for them that their names become linked with these traits. Think about where the words “Freudian,” “Machiavellian,” “narcissistic,” “Don Juan,” “Christ-like,” and others came from and what they mean. Allport said that cardinal traits are not common and can happen later in life. Central Traits: These are the traits that everyone has in common and make up their identity. To put it another way, these are the general traits that make up a person's identity. These core traits are the main things that someone might use to describe another person. They are not as important as cardinal traits, but they are still important. Things like being kind, honest, and friendly are examples of core traits.

Second-Level Traits : Like views or tastes, these are the traits that people sometimes have and that usually only show up in certain scenarios. Secondary traits are those that only affect a small group of actions. You might experience this when you're nervous or worried when talking to a group or impatient when you have to wait in line.

Cattell's Sixteen Personality Characteristics

A trait theorist named Raymond Cattell looked at Allport's list of 4500 words and cut it down to 171 characteristics by getting rid of words that were used more than once or weren't used very often. Then, he used a mathematical method called factor analysis to find traits that are linked to each other. Lastly, he only kept 16 important behavioural traits. Every person has some of these 16 traits, but some people may be high in some traits and poor in others, according to him. Cattell came up with 16 personality traits, including being abstract, fear dominance, emotionally stable, lively, open to change, perfectionism, logic, rule awareness, self-

reliance, sensitivity, social boldness, tension, vigilance, and warmth. He also made an evaluation based on these 16 psychological traits. People still often use the 16 PF Personality Questionnaire, which is the name of the test, to test and choose employees.

The Three Dimensions of Personality by Eysenck

A British psychologist named Hans Eysenck came up with a way to study psychology by looking at how people behave and what traits they form. He was able to explain a person on three levels using factor analysis: neuroticism, psychoticism, and extraversion/introversion.

Extraversion vs. Introversion: Focusing on your own feelings is an example of introversion. On the other hand, focusing on other people and your surroundings is an example of extraversion. So, someone who is high in introversion might be shy and quiet, while someone who is high in extraversion might be friendly and talkative. **Neuroticism and being emotionally stable:** Eysenck's trait theory has this part that talks about moodiness vs. even-temperedness. When someone is neurotic, they are likely to get upset or emotional, and when someone is stable, they are likely to stay mentally stable.

Psychoticism: After studying people with mental illness, Eysenck added a psychological trait he called psychoticism to his original theory. People who are high in this trait often have trouble dealing with reality and can be angry, rude, lack empathy, and be manipulative. These are the "Big Five" aspects of personality. Many modern personality experts thought that Cattell's theory was too hard to understand and Eysenck's was too narrow in its focus. As a result, they came up with the idea of the "Big 5" personality traits, which are the basic aspects of personality that make up who we are.

For example, here's a common way to show the "Big 5" psychological traits:

1. **Extraversion:** This quality includes traits like being easily excited, friendly, chatty, outspoken, and expressing your feelings a lot.
2. **Agreeableness:** This psychological trait includes faith, charity, kindness, love, and other actions that help others.
3. **Conscientiousness:** People who are high in this trait tend to be very thoughtful, have good emotional control, and act in a way that helps them reach their goals. Conscientiousness-high people are usually well-organized and pay attention to the little things.
4. **Neuroticism:** People who are high in this trait often have problems with their emotions, including worry, moodiness, anger, and sadness.

This trait includes things like imagination and intelligence, and people who are high in it also tend to be interested in a lot of different things.

The Growing Importance of Soft Skills

Soft skills play a crucial role in facilitating effective communication, collaboration, and leadership across diverse cultural and geographical contexts. This section explores the significance of soft skills in areas such as cross-cultural communication, teamwork, leadership, adaptability, and problem-solving.

The Impact of Globalization on Soft Skills Demand

Globalization has transformed the nature of work and intensified the need for individuals to possess strong interpersonal and communication skills. This section examines how economic, technological, and socio-cultural forces associated with globalization have shaped the demand for soft skills in the contemporary workforce.

Challenges in Developing and Assessing Soft Skills

Despite their importance, soft skills pose unique challenges in terms of development and assessment. This section discusses issues such as subjectivity, lack of standardized assessment tools, and the integration of soft skills into formal education and training programme.

Strategies for Enhancing Soft Skills Development

Effective strategies are essential for nurturing soft skills in individuals and fostering a culture of continuous learning within organizations. This section explores various approaches, including experiential learning, cross-cultural exchanges, mentoring programs, and the use of technology-enabled learning platforms.

Policy Implications and Recommendations

Policymakers play a crucial role in shaping the development and utilization of soft skills in the workforce. This section offers recommendations for policymakers, educators, employers, and other stakeholders to promote the integration of soft skills into education and training programs, enhance access to soft skills development opportunities, and support initiatives aimed at building a future-ready workforce.

Conclusion

In conclusion, soft skills are indispensable in the globalized era, where effective communication, collaboration, and adaptability are essential for

success. By recognizing the importance of soft skills and implementing targeted strategies for their development, individuals and organizations can navigate the complexities of the globalized world and thrive in an ever-evolving landscape.

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