

# The Changing World of Work

## The 35 individual abilities, skills and cross-functional skills as identified by The World Economic Forum



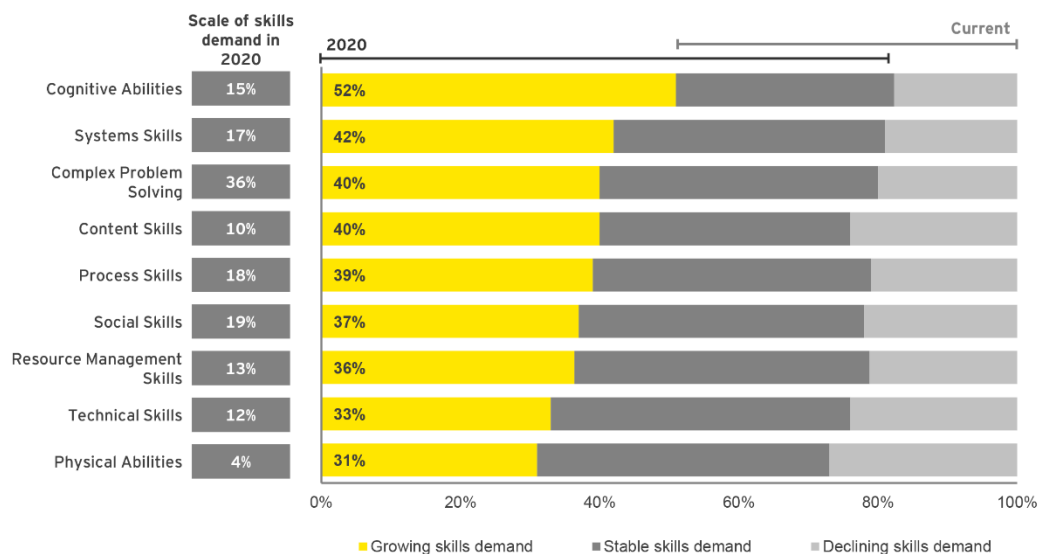
Disruption is all around us; technological innovation continues to challenge and change how we work. This is moving faster than ever before, transforming our work environment.

As human effort converges with machines, automation is creating new roles whilst displacing others, leading to a change in demand for workplace skills.

In order to understand this rapidly changing work environment, The World Economic Forum has categorised a set of core work-related skills across a set of job families and determined the stability of these skills to 2020.

### Change in demand for core work-related skills, 2015-2020, all industries

Share of jobs requiring skills family as part of their core skill set, %



Source: Future of Jobs Survey, World Economic Forum

The result shows a significant change in core work-related skills across all industries, highlighting how there is a requirement for flexible skills and abilities in a highly collaborative and interdisciplinary environment.

Technically-related subjects and skills alone are not sufficient to support this scale of change. The required cognitive talent is also much harder and takes longer to train than skills most associated with formal education routes.

Without action from industry, skills demand will be mismatched by skills availability in the employment market; a transformative approach is needed to build an increasingly diverse talent pool.

The World Economic Forum's core work-related skills framework consists of 35 individual abilities, skills and cross-functional skills\*.

| Abilities                      | Cross-functional Skills               |
|--------------------------------|---------------------------------------|
| Cognitive Abilities            | Complex Problem Solving Skills        |
| Cognitive Flexibility          | Complex Problem Solving               |
| Creativity                     | Resource Management Skills            |
| Logical Reasoning              | Management of Financial Resources     |
| Problem Sensitivity            | Management of Material Resources      |
| Mathematical Reasoning         | People Management                     |
| Visualisation                  | Time Management                       |
| Physical Abilities             | Social Skills                         |
| Manual Dexterity and Precision | Coordinating with Others              |
| Physical Strength              | Emotional Intelligence                |
| Basic Skills                   | Negotiation                           |
| Content Skills                 | Persuasion                            |
| Active Learning                | Service Orientation                   |
| Oral Expression                | Training and Teaching Others          |
| Reading Comprehension          | System Skills                         |
| Written Expression             | Judgement and Decision Making         |
| ICT Literacy                   | Systems Analysis                      |
| Process Skills                 | Technical Skills                      |
| Active Listening               | Equipment Maintenance and Repair      |
| Critical Thinking              | Equipment Operation and Control       |
| Monitoring Self and Others     | Programming                           |
|                                | Quality Control                       |
|                                | Technology and User Experience Design |
|                                | Troubleshooting                       |

\*Skill family (dark grey) individual skills / abilities (lighter greys)

**Reference:**

*The Value of Dyslexia-Dyslexic Strengths and the Changing World of Work*  
 In association with *Made by Dyslexia* and *Ernst and Young*  
 Adapted for a global audience by *Get into Neurodiversity*