

Soft Skills

A Business Buzzword for Bible Wisdom and Christian Character

This outline is to be used in conjunction with a table summarizing soft skills ([here](#)).

This outline is only introductory; the Internet has much information about soft skills.

An application of soft skills to child training goals and priorities is wise ([here](#)).

Introduction:

1. God our Father wants us to outperform sinners around us. He gave us a divine library of great wisdom.
 - a. The Bible contains God's wisdom for every part of our lives like no other source (II Tim 3:16-17).
 - b. He wants each of us to maximize our potential, pleasure, and prosperity. I also want this for you.
 - c. Recent study of John chapters 13-17 shows His personal, intimate, loving care for the 11 apostles.
 - d. Though He has chosen the base things of this world for His children, He helps them with wisdom.
 - e. We love Bible wisdom as evidenced by our extensive and practical commentary on Proverbs ([here](#)).
 - f. The Bible is full of financial wisdom, political theory, rules for relationship, etc. that are precious.
 - g. We rejoice when the world discovers Hittites or confirms a medical need for handwashing, human longevity at 70, circumcision on the eighth day, the water cycle, and certainly no less for *soft skills*.
2. We recently studied child training to outline priorities and training goals in another useful table ([here](#)).
 - a. Moses and Paul both commanded child training, but God inspired Solomon for most of the details.
 - b. We saw clearly that academic goals are inferior to spiritual, character, functional, practical goals.
 - c. When we think of the great men and women of the Bible, we see much more than a college degree.
 - d. We want their character and personal attributes that brought loving favor from both God and men.
 - e. They were winners in areas of life that are not part of academic scope and sequences anywhere.
3. Let us read the Bible about the fast track management program of Nebuchadnezzar (Daniel 1:1-4).
 - a. Ashpenaz was head of Babylon's fast track management program for very select candidates.
 - b. Genetic gifts ... *no blemishes and well favoured* ... are God's choice we cannot alter very much.
 - c. School learning ... *skillful, cunning, understanding* ... are His blessing along with our diligence.
 - d. Soft skills ... *ability to function in a king's palace* ... are personal attributes that we can acquire.
 - e. Potential ... *for further training by the Chaldeans* ... is only available for ambitious learners.
 - f. Superiority far beyond his classmates is what Daniel had by his great fear and love of Jehovah.
 - g. He went on to distinguish himself as exceptional in succeeding reigns of pagan kings (Da 6:3-5).
 - h. Taken from the first slides of *Great Men in Public* ... <http://www.letgodbettrue.com/pdf/great-men-in-public.pdf>.
 - i. Consider that Daniel and his God-fearing friends would have been taught Proverbs from youth.
4. The character traits and professional attributes taught in the Bible are called *soft skills* by the world.
 - a. We go to school and use study to acquire *hard skills*; we practice the Bible for ultimate *soft skills*.
 - b. Do not let the words *hard* or *soft* confuse you; they are business buzzwords for different skillsets.
 - c. *Hard skills* are job-specific, objective abilities; *soft skills* are personal and interpersonal attributes.
 - d. *Hard* is not better than *soft*; *hard* is easier to define; *soft* is more subjective; *soft* is more important.
 - e. Here is Wikipedia's short introduction to soft skills ... https://en.wikipedia.org/wiki/Soft_skills.
 - f. Observe that 85% of professional success is due to soft skills and only 15% due to hard skills ([here](#)).
5. Our goal is to grow in favor with God and men (I Sa 2:26; Pr 3:3-4; Lu 2:52). It should consume you.
 - a. A great part of growing in favor with God is beyond delighting in Him ... it is how we treat others.
 - b. John the Baptist's ministry was to make a people ready for the Lord ... by reconciling with fathers.
 - c. Jesus taught loving enemies like God does is how we are the children of God (Matthew 5:43-48).
 - d. Paul taught GOS way of living for God's glory, without offence, to save others (I Cor 10:31-33).
 - e. A good name, or reputation, and loving favor from others is a choice by your conduct (Prov 22:1).

6. Much more could be said on this topic with great benefit, but it has been taught or will be in the future.
 - a. The Internet has very many articles giving excellent and detailed explanations for many soft skills.
 - b. The first and main point to grasp and embrace is the identity of soft skills and their greater value.
 - c. We must teach our children the abilities that are more valuable than academic scope and sequence.
 - d. We do not want to settle for a college degree and some hard skill for them to miss their best in life.
 - e. The Bible identifies traits that please God and men (the world sees them). Let us maximize them.
7. This sermon outline should be used in conjunction with the chart or table accompanying it ([here](#)).

DEFINITIONS

Hard Skills = Job-specific technical abilities to perform specialized tasks that cannot be done intuitively or without detailed and explicit training.

Soft Skills = Personal abilities to be highly productive and relate well to others to maximize overall business goals with colleagues or customers.

EXAMPLES

Hard Skills = accounting, carpentry, hairstyling, programming, surgery, truck driving, etc.

Soft Skills = leadership, persuasion, work ethic, gracious, problem solving, teamwork, etc.

BIBLE EXAMPLES

Hard Skills = Tubalcain (Gen 4:22), Bezaleel (Ex 31:1-5), choir director (I Chr 15:22), creative designer (II Chr 2:12-14), tentmaking (Acts 18:3), tax collecting (Matt 9:9), etc.

Soft Skills = David (I Sam 18:1-5; II Sam 15:18; I Kgs 5:1), virtuous woman (Pr 31:10-30), Daniel (Dan 6:1-5), Jesus (Lu 2:52; 4:22); Timothy (Phil 2:19-22), Paul (Phile 1:1-25), etc.

Both Skills = Daniel and friends (Dan 1:3-4; 6:3-5), Moses (Acts 7:22), etc.

IMPORTANCE

Hard Skills = cut a tree down faster (Eccl 10:10), farm more acres faster (Prov 14:4), etc.

Soft Skills = honor of kings (Pr 22:11,29), promotions (I Kgs 11:28), rule (Ex 18:21), etc.

Both Skills = it takes soft skills to creatively leverage hard skills to make them more useful.

CONTRASTS

A. Hard skills get you in the game to play (a job), but soft skills determine if you will win.

B. Hard skills are easy to list on a resume, but interviews are almost exclusively soft skills.

PRIORITIES

A. An MD has hard skills, but without soft skills ... patients, nurses, colleagues hate him; with soft skills he can build a large practice, be elected to boards, head departments, etc.

B. A teacher has a set of hard skills ... but he or she will be more effective with soft skills.

C. Some wives are considerably efficient ... but they hinder influence by lack of soft skills.

D. Fools focus on a hard skill or college degree ... wise men leverage its 15% for success.

E. A pastor with great people skills (soft) ... must also have great Bible knowledge (hard).

F. Men with Bible knowledge (hard) ... may lose wives or children without emotion (soft).

- G. Why is speech the single most important class in school? It is the top soft skill to acquire.
- H. Evangelism requires Bible knowledge (or where to get it) but great soft skills to convert.
- I. Salesmen can learn a product better than the manufacturer and be unable to close a sale.
- J. Proverbs is God's book for practical wisdom and worldly success, *and it is all soft skills*.

PRACTICALITY

- A. Child training as summarized ([table](#)) is to teach soft skills more than hard (academics).
 - 1. See pie charts at the bottom of this outline for the small role of academic schooling.
 - 2. Soft skills can be taught – thus all the Bible instructions, illustrations, and warnings.
 - 3. If you school children for professional success, and you should, soft skills trump.
 - 4. How do we grow in favor with God and men? By hard skills? No, by soft skills!
 - 5. If you want your children to beat worldlings, then reject their methods of mediocrity.
- B. The Bible in both testaments – think Proverbs and Paul's epistles – stress soft skills.
 - 1. While Solomon taught them for political success, Paul taught them for spiritual fruit.
 - 2. Why do we believe and say, *Love Is the Greatest*? Because it is, and it is a soft skill.
 - 3. Consider what the Bible teaches about employment – soft skills in both directions.
 - 4. Consider all the emphasis on internal character and getting along in all relationships.
 - 5. We want to teach these to our children, but we as adults should embrace them first.
 - 6. Proverbs details speech (communication), diligence, restraint, honesty, respect, etc.
- C. A transferable skill is a hard skill e.g. train engineer, but it is leveraged by soft skills.
 - 1. Many call soft skills *transferable skills* since they work in any field or part of life.
 - 2. We use *transferable skill* for a hard skill that is recognized anywhere to get you in.
 - 3. Yet your success in any job, no matter hard skill training, comes down to soft skills.
- D. So go to school for a good-paying hard skill to separate you from most of the population.
 - 1. The hard skill, from a technical two-year degree to a doctorate, is to get you in a job.
 - 2. On the job you practice the many soft skills taught in the Bible, especially Proverbs.
 - 3. The world is Johnny-come-lately; Solomon wrote these skills down 3000 years ago.
 - 4. As Harvard and Stanford have confirmed, soft skills account for 85% of job success.
- E. A lumberjack can take down a tree with little thought like no one else should attempt, but he must have soft skills to make profitable sales and motivate crews to work hard.
- F. A credit analyst can tear apart a firm's statements and make a loan recommendation, but he must have soft skills to interact with the customer, loan committee, staff, etc.
- G. A CPA has a hard skill certified, but he/she must have soft skills to leverage it upward.

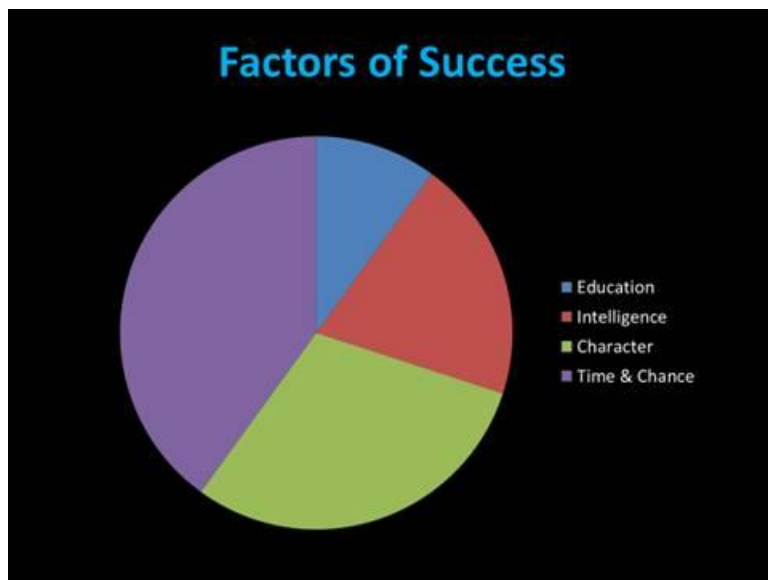
Conclusion:

- 1. If you follow closely, you can see that soft skills are exactly what causes favor with God and men.
 - a. From the emphasis of this study, soft skills take hard skills and leverage them for career upside.
 - b. But from the Bible's teaching of soft skills, they please God by us pleasing men as Christians.
 - c. Joseph, David, Daniel, and Esther brought great glory to God while prospering among pagans.
 - d. When such men are vetted and put on trial, all that can be brought against them is faith in Christ.
- 2. God our Father wants us to outperform sinners around us. He gave us a divine library of great wisdom.
 - a. He wants each of you to maximize your potential, pleasure, and prosperity. I want His will for you.
 - b. Recent study of John chapters 13-17 shows a personal, intimate, loving care for His like no other.

- c. We rejoice when the world discovers Hittites or confirms washing, and no less so with soft skills.
- d. The Bible contains God’s wisdom for every part of our lives like no other source (II Tim 3:16-17).
- 3. A study like this should cause us to embrace each instruction and warning in the Bible to grow thereby.
 - a. Though He has chosen the base things of this world for His children, He helps them with wisdom.
 - b. We love Bible wisdom as evidenced by our extensive and practical commentary on Proverbs ([here](#)).
 - c. We should embrace every example and precept we find about growing in favor with God and men.
 - d. The Bible should delight our souls, not for the mere sound of words but for their sense and wisdom.
- 4. These soft skills should be grasped and taught to our children in conjunction with their priorities ([here](#)).
- 5. Thanks to Stephen Eastland for emphasizing the importance of soft skills for auditors at large entities.

For Further Study:

1. Great Men in Public ... <http://www.letgodbettrue.com/pdf/great-men-in-public.pdf>.
2. Getting Ahead on the Job ... <http://www.letgodbettrue.com/pdf/getting-ahead-on-the-job.pdf>.
3. Kingly Conduct ... <http://www.letgodbettrue.com/pdf/kingly-conduct.pdf>.
4. Bible Principles of Management ... <http://www.letgodbettrue.com/pdf/management-bible-principles.pdf>.
5. Men Growing Up (Maturity Curve) ... <http://www.letgodbettrue.com/pdf/growing-up-maturity-curve.pdf>.
6. Christian Work Ethic ... <http://www.letgodbettrue.com/pdf/christian-work-ethic.pdf>.
7. Proverbs about Success ... <http://www.letgodbettrue.com/proverbs/topics/success.php>.
8. Character Traits ('C' Study) ... <http://www.letgodbettrue.com/pdf/c-character-traits.pdf>.
9. David’s Character Traits ... <http://www.letgodbettrue.com/pdf/david-traits.pdf>.
10. Joseph’s Character Traits ... <http://www.letgodbettrue.com/pdf/character-of-joseph.pdf>.
11. Transferable Skills ... <http://www.letgodbettrue.com/pdf/two-financial-concerns.pdf>.
12. Christ-Like Men ... <http://www.letgodbettrue.com/pdf/christ-like-men.pdf>.
13. Make Your Life Count (Measuring It) ... <http://www.letgodbettrue.com/pdf/make-your-life-count.pdf>.
14. A Mighty Man’s Life ... <http://www.letgodbettrue.com/pdf/a-mighty-man.pdf>.
15. Traits of Great Men ... <http://www.letgodbettrue.com/pdf/traits-of-great-men.pdf>.
16. Many more documents, sermons, Proverb commentaries ... www.LetGodBeTrue.com.

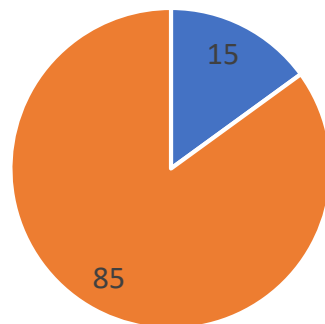


Factors of Success

- Your degree is about 10% ... gets you in the game.
- Intelligence OTJ quickly doubles four years of B.S.
- Character, include wisdom, leverages intelligence.
- Alter your degree (100%), intelligence (0%), character (100% or 50%), time and chance (75% or 25%).
- You can be 200% better than worldlings ... 7 to 3.5!

Components of Professional Success

Harvard, Stanford, Carnegie Mellon Studies



■ Academic - Hard Skills

■ Proverbs - Soft Skills