

Proactivity

boosting soft skills



What is it?

Proactivity is the ability to anticipate situations and take the initiative to act before problems or opportunities arise. It's an attitude that goes beyond reaction; it involves planning, predicting and implementing effective actions to achieve objectives, solve challenges and create new opportunities.

Why is it important?



This skill is of the utmost importance in organizations, as it helps to prevent reactions and to encourage creative and out-of-the-box thinking, which sometimes makes the “wagon move”. It helps jobseekers develop a sense of personal responsibility, a focus on solutions and actions they can control and influence.



What are the benefits for the labour market?

-  Taking the initiative
-  Making things happen
-  Generating priorities
-  Relying on people you can learn from
-  Taking responsibility for results
-  Focus on prevention rather than reaction
-  Get the “wagon moving”
-  Produce more

Conflict Management

boosting soft skills



What is it?

Conflict management is the process of identifying, understanding and dealing with disagreements between individuals or groups, with the aim of minimising negative impacts and maximising positive results. Effective management involves techniques and strategies to turn these conflicts into opportunities for improvement and growth.

Why is it important?



Conflict management is essential for maintaining a productive and healthy working environment. Poorly managed conflicts can lead to stress, low morale and loss of productivity. On the other hand, when managed effectively, conflicts can promote innovation, improve communication and strengthen interpersonal relationships, contributing to a positive organisational climate.



What are the benefits for the labour market?

-  Improved Communication
-  Stress reduction
-  Increased Productivity
-  Promotion of innovation
-  Leadership Development
-  Building a Positive Work Environment
-  Strengthening the Organisational Culture
-  Improved Talent Retention