

The Importance of “Soft Skills” in the Formation of a Modern Specialist

Ibrakhimova Dilorom Salohiddinovana¹

¹Teacher of Tashkent State University of Law

Abutaeva Saparkul Bazarbaevna²

² Senior Lecturer of the Department of Criminal Law and Criminal Procedure, Deputy Dean for Research Work of the Faculty of Law M. Auezov

Annotation: *In the rapidly evolving professional landscape, technical expertise alone is no longer sufficient for success. "Soft skills," such as communication, teamwork, adaptability, and emotional intelligence, play a crucial role in shaping a well-rounded modern specialist. These skills enhance professional interactions, foster collaboration, and improve problem-solving abilities. Employers increasingly value candidates with strong soft skills, as they contribute to workplace efficiency, leadership potential, and overall career growth. This paper explores the significance of soft skills in professional development and emphasizes their integration into educational and training programs to prepare specialists for the demands of the modern workforce.*

Key words: *Soft skills, abilities, personal and professional qualities, self-control, creativity, teamwork, modern specialist.*

In recent years, the conditions for hiring specialists have changed, and the main focus is on skills such as the ability of a specialist to influence people, dedication to his work, creativity in professional activities, and personal qualities. These skills are called "soft skills".

Modern professional activity requires not only highly specialized knowledge, but also "soft skills". "Soft skills" are qualities that are not dependent on theoretical knowledge, are necessary for certain types of activities, and are manifested in communicating with people, adapting to a team, and expressing oneself. [1]. Today, the possession of "soft skills" also plays an important role in establishing relationships in professional activities, as it increases the level of a specialist, makes a specialist competitive in the labor market, and greatly contributes to achieving an effective professional reputation. Therefore, the task of higher education is to develop "soft skills" in students and to educate specialists who can control themselves in a competitive environment.

Research on soft skills is widespread in world science. The study of soft skills began in the mid-1970s in the works of foreign scientists. The first studies showed that for the purposes of hiring, training and promotion it was important to focus on skills that could be developed in the process of training and that could lead to effective work.

Soft skills encompass a wide range of abilities and characteristics: self-control, reliability, conscientiousness, flexibility, critical thinking, attitude, initiative, empathy, self-control, public speaking, leadership, time management, etc. These seemingly simple skills complement the hard skills that are essential for success in the workplace. A specialist can have all the technical experience in the world, but if the specialist does not have "soft skills", he will not be able to finance his ideas, get along with partners, or achieve success in his work. Soft skills include the interpersonal skills, social skills, and personal qualities necessary for success. Numerous studies have shown their importance at work. In particular, the skill of self-presentation is considered one of the most necessary skills for a specialist, and self-presentation is an important part of

communication used by various entities, serving to form a certain image in the minds of other people for the sake of material and social benefits. The use of self-presentation can be carried out in a variety of situations: from communicating with strangers to meeting with high-ranking colleagues. There is a specific logic, stages, and levels in the development of a person's self-presentation.

The formation of creativity skills allows students to think about new ideas and develop initiative in the educational and training processes, unlike the traditional approach. Using creative skills not only to create new ideas, but also to improving lifestyle or individual aspects taken separately plays an important role in the development of a person's inner world. This skill is effective in finding solutions to problematic situations in the professional life of a specialist. As a result of practicing creative thinking skills, students are more inclined to develop new ideas and think in new ways, not only relying on established connections. In general, creativity is the creation of new, original ideas, non-standard form of thinking, searching for successful solutions to problems. On the other side, creative thinking is revolutionary thinking, which is constructive nature.

In addition, the professional implementation of skills such as self-control, flexibility, leadership, teamwork, etc., relies on the personal quality of self-control in the work process [2].

The formation of the team and the individual are closely related, since the formation and development of personal qualities occurs through interpersonal relationships within the team. The formation of the skill of "working in a team" allows the future specialist to be competitive in the modern labor market. Researchers also emphasize the importance of teamwork and collaborative learning, in which students not only improve "soft" skills, but also learn better and are more motivated than students in a traditional program [3]. The formation of personal and professional qualities of future specialists is stipulated in the state educational standard of higher education, which indicates the need to develop and create appropriate technologies. Based on the data obtained, it can be noted that the formation of self-control skills in university students is relevant today, since the analysis of the modern labor market shows a high demand for "soft" skills .

Currently, the most demanded soft skills for employment have not been fully identified and the mechanisms for their formation have not been fully studied. There are not enough universal technologies for the formation of personal and professional qualities of students in higher education. However, the need for their formation is associated with the conditions of the modern labor market, increased competition, and the rapid development of information technologies that affect all areas of human life [4].

Special in the implementation of the strategy for developing soft skills is methods for stimulating self-organization of students. Students are able to show initiative, independently form teams, act as organizers of various projects and events. At the same time, from the teacher's side, only organizational and material-technical resources are required, the potential for free time to organize off-site events, which play a particularly important role, since they immerse students in a professional environment, promote career guidance and the development of interest in a certain professional activity, and the development of pre-professional qualities.

Given the novelty and insufficient research of this problem in modern Uzbek pedagogy and psychology, when choosing the qualities that make up "soft" skills, one can rely on the opinions of scientists and psychologists who have studied the issue of personality and psychological formation.

World experts in the field of higher education emphasize attention to the fact that the university system does not have time for training and retraining the pace of change in labor markets, and, accordingly, cannot supply qualified personnel. There is also a "growing gap between the content and skills taught in educational institutions, and the needs of industry".

It appears that improvement training of university graduates by developing their soft skills will become one of the tools for modernizing higher education vocational education. University development strategy today should be a transition from "narrow academic disciplines to genuine educational program focused on developing students as holistic individuals with universal views" [5]

"Soft skills" have appeared on the Uzbek labor market relatively recently and have not yet been sufficiently studied in Uzbek pedagogy. Many higher education institutions in Uzbekistan do not offer

a module on “soft skills”. At Tashkent State Law University, this subject was introduced in the 2018-2019 academic year, and students will achieve high results in teamwork and career success with the help of “soft skills” during their studies.

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