



Soft Skills:



Helping to Build a Successful Employee

ErikChristensen



Erik Christensen



- Veteran, U.S. Navy (23 years)
- Higher Education (18 years)
- Dean Emeritus, SFSC
- 5G Power Skills Certified
- Soft skills trainer for students, faculty, and local community
- SACSCOC QEP Lead Evaluator and advisor on soft skills

Mastering Soft Skills



Kindergarten to College

An Analogy...

Soft Skills



Full Alignment with Your QEP



Neuroscience Activity



Which are you?

**Right Thumb
on Top**



Sexy

**Left Thumb
on Top**



Sneaky

**Both Thumbs
Together**



**Sneaky About
Being Sexy**

Integrating Soft Skills

It's different,
But it's same!



Learning Outcomes

- Be able to explain **what** soft skills are.
- Be able to describe **why** you should emphasize developing soft skills.
- Be able to identify **how** to develop activities focused on developing soft skills.

Soft Skills

Helping to Build a Successful Employee

ABSTRACT: The top complaint by employers nationwide is a lack of soft skills in job applicants. This often forces college graduates to take jobs well below their education and technical (hard skills) knowledge. This session will explore WHAT soft skills are, WHY they are critically important, and HOW to develop and integrate soft skills into your curriculum. Come join us for an interactive, hands-on discussion focused on designing activities that promote the development and assessment of soft skills to unleash the full potential of our graduates by bridging the gap between job applicant behavior and employer expectations.

LEARNING OUTCOMES: At the conclusion of this presentation, you will be able to:

- Explain **what** soft skills are
- Describe **why** you should emphasize developing soft skills
- Identify **how** to create activities that promote the development of soft skills

ONLINE RESOURCES: The links to other resources related to soft skills are available virtually at:

http://bit.ly/TeachSoft_Skills

or use this QR Code →



Southeastern Technical College – January 5, 2023



Erik Christensen
erik.christensen@southflorida.edu

Note Taking Guide

Put questions here

Put notes here

Summarize here

Soft Skills

Essential Question: How could I integrate soft skills into my class or the workplace?

Questions	Describe each of these
1.	What are soft skills?
2.	What are hard skills?
3.	Why teach soft skills?
4.	A template for teaching soft skills
a.	Discussion
b.	Activity
c.	Conclusion/Reflection
d.	Extension Activity
5.	Teaching Time Management Activity
6.	Teaching Teamwork Activity
7.	Teaching Communication Activity
8.	Developing Soft Skills Activities
9.	Soft Skills Teaching Plan

Summary/Reflection

Page 2





Warm-up Exercise

**Balance all
six nails
on top of
the nail in
the wood**

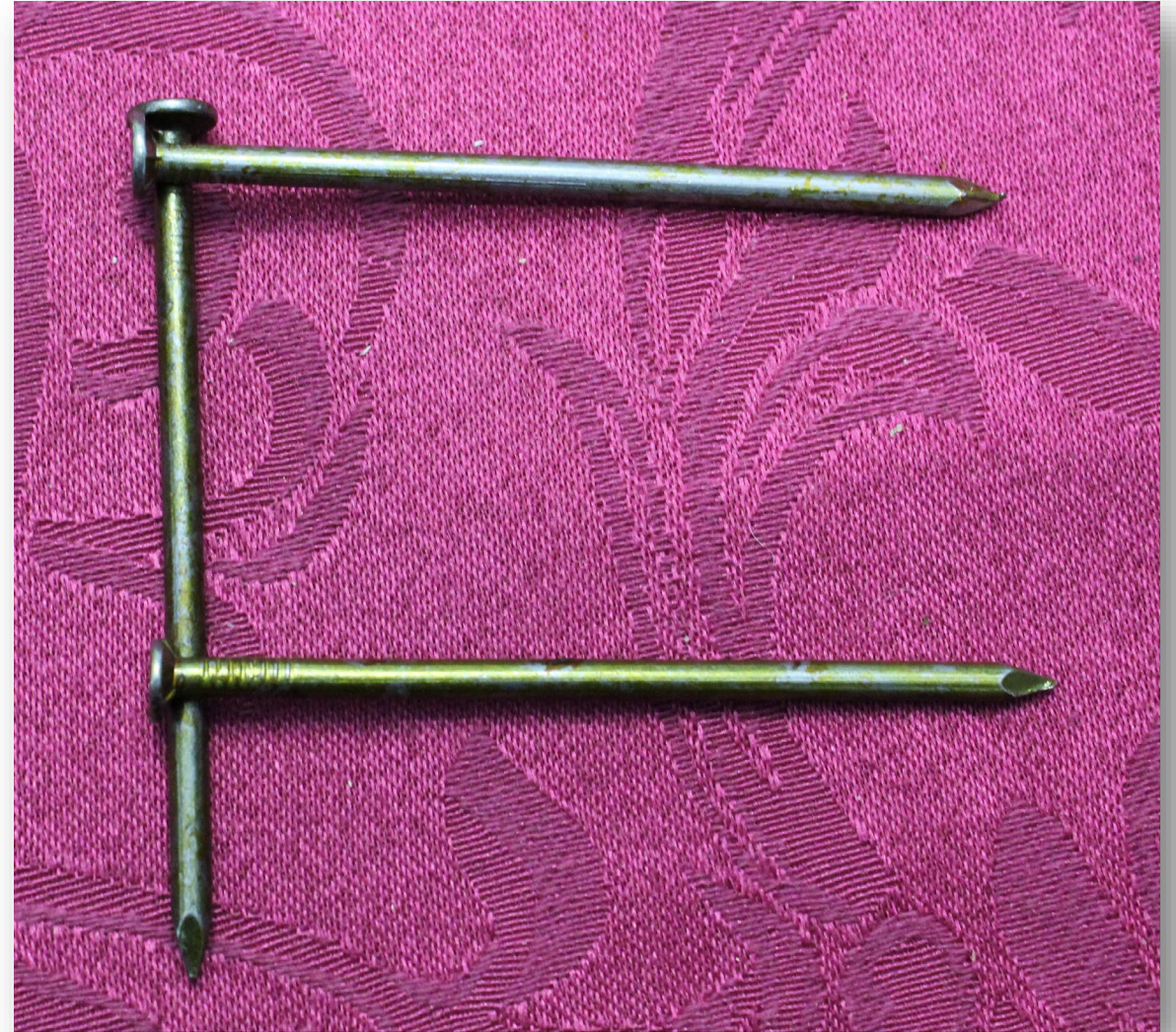


The Solution

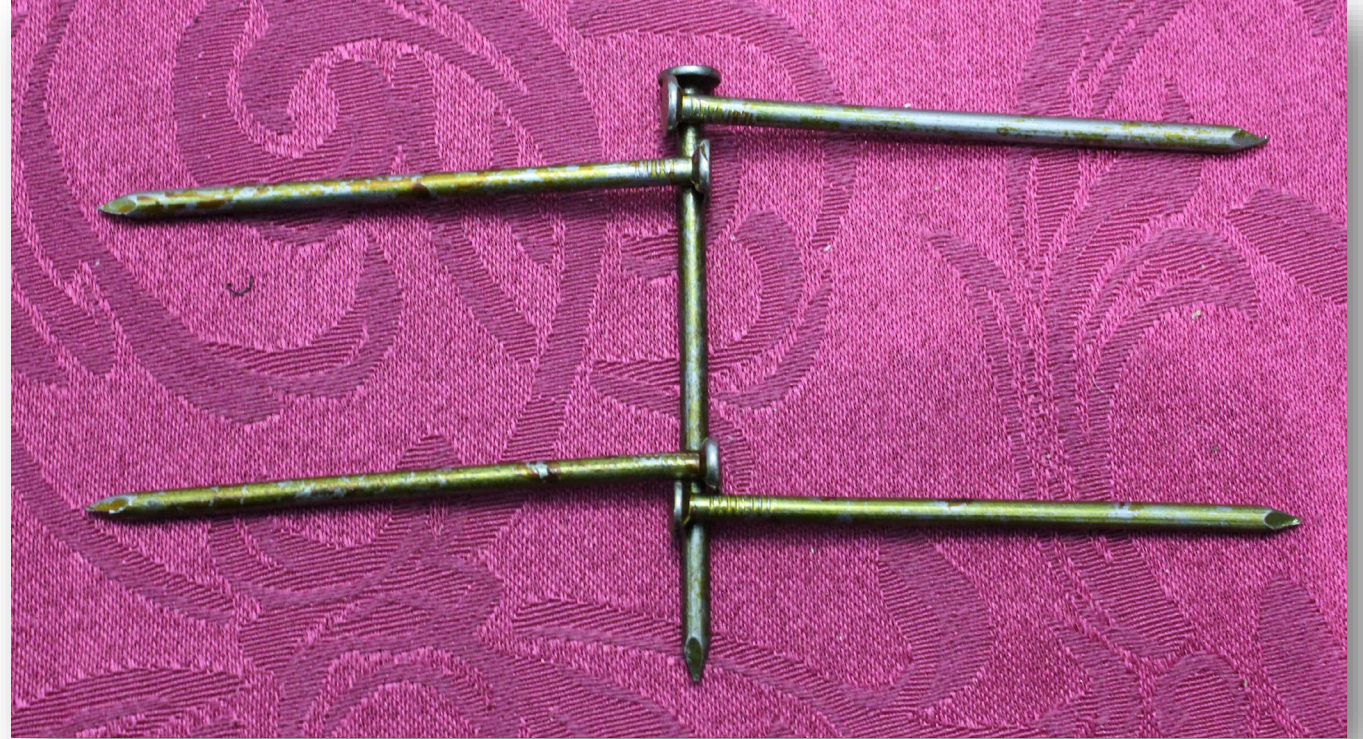
**Start
with one
nail**



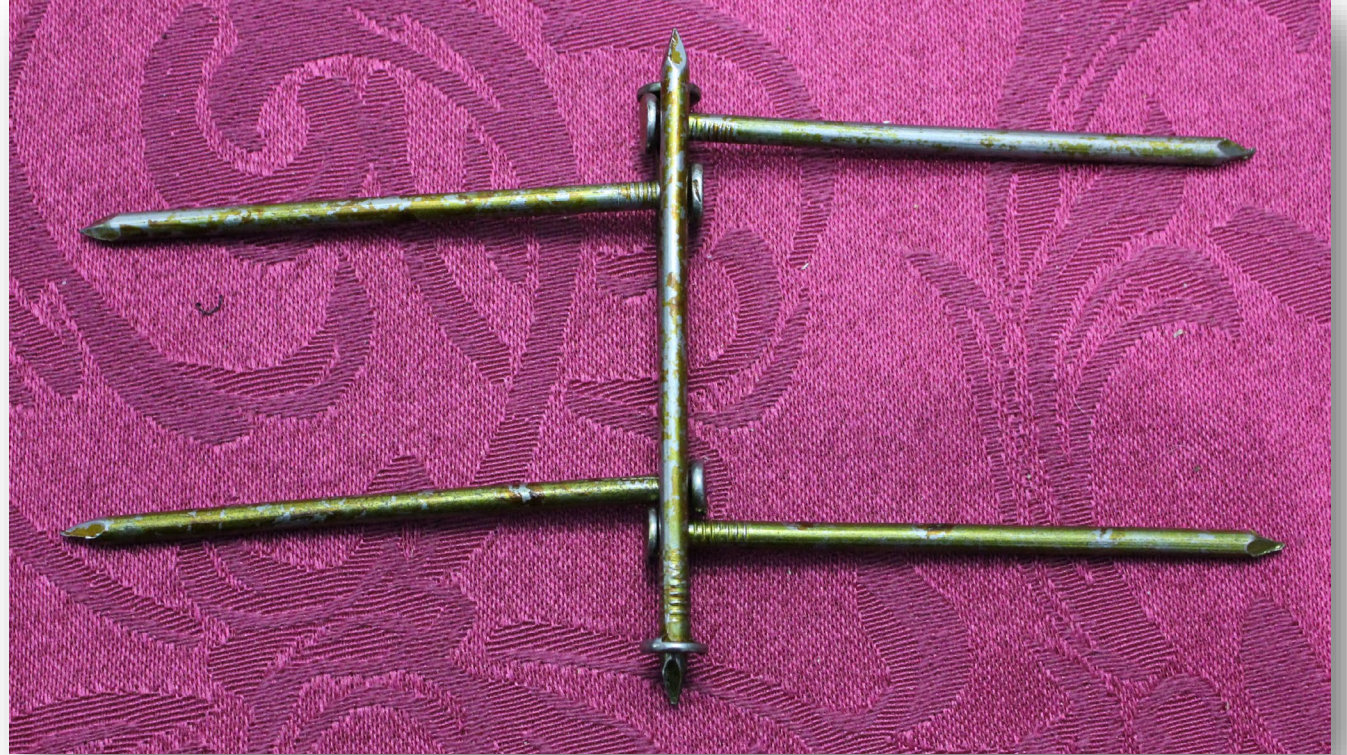
**Add two
more
nails to
the right**



**Add two
more
nails to
the left**



**Add last
nail in the
center**



**Carefully
balance on
the nail.
*Success!***



Soft Skills Observable in the Nail Challenge?

- Communication
- Teamwork
- Time Management
- Critical Thinking
- Problem Solving
- Adaptability
- Creativity
- Leadership
- Positive Attitude
- Interpersonal Skills
- Willingness to Learn
- Resilience
- Attention to Detail
- Influencing
- Personal Skills
- Organization

What?

Soft Skills

A simple term for a complex set of personal qualities

Origin of the term “soft skills”

U.S. Army Training Manual - 1972

“skills, abilities, and traits that pertain to personality, attitude, and behavior rather than to formal or technical knowledge.”



Many Other Names

- Power Skills
- Employability Skills
- Communication Skills
- People Skills
- Emotional Intelligence
- Behavioral Skills
- Leadership Skills
- Human Skills
- Personal Skills
- Interpersonal Skills

Hard vs. Soft Skills

Hard skills are specific, quantifiable, and teachable abilities that can be defined and measured.

Soft skills are character traits and interpersonal skills that characterize a person's relationship with other people.

Hard and Soft Skills Should be Taught in Tandem

A wooden fence with gravel behind it, serving as a background for the text. The fence is made of vertical wooden posts and horizontal metal rails. The gravel is dark and fills the space behind the fence.

Hard Skills

Soft Skills

Soft Skills Get a Bad Rap!

General public says..

- They're soft.
- They are not measurable or teachable.
- Not very important.

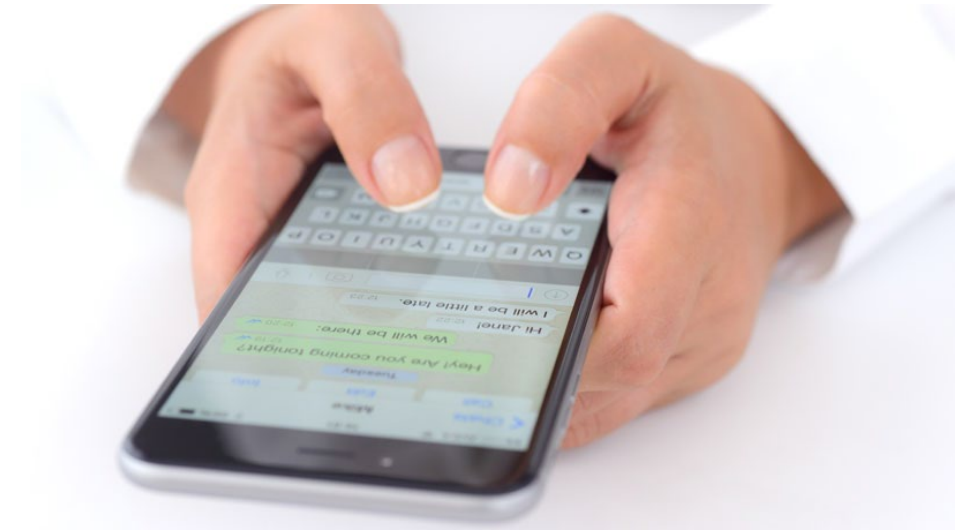


Research says..

- They are hard.
- They are measurable and teachable.
- They are **very** important.



Changing Nature of Soft Skills



It is no longer easy to tell the tone of voice

Bad News

Some people are innately better than others at soft skills



Good News

Soft skills can be trained, coached,
and developed



Which is most important?



- A. Teamwork**
- B. Communication**
- C. Positive Attitude**
- D. Critical Thinking**
- E. Professionalism**
- F. Time Management**

Soft Skills



Why?



Because there is a need!

The Disconnect

Competency	Considered Essential by hiring managers	Rated Proficiency by college graduates
Teamwork/Collaboration	97.5%	77.0%
Critical Thinking/Problem Solving	99.2%	55.8%
Professionalism/Work Ethic	100%	42.5%
Oral/Written Communications	95.9%	41.6%
Leadership	68.6%	33%
Career Management	47.1%	17.3%

National Association of Colleges and Employers (NACE)

21st Century Challenge

Soft Skills

80% of executives believe we need to fuse the three R's with the four C's

Reading
WRiting
ARithmetic



Critical Thinking
Creativity
Collaboration
Communication

What amount of job success attributable to soft skills excellence?



A. 27%

B. 46%

C. 85%

D. 95%

Soft Skills



What percent of executives rate soft skills at least as important as technical skills?



A. 43%

B. 63%

C. 78%

D. 92%

Soft Skills



What percent of executives report difficulty finding talent with soft skills?



A. 61%

B. 73%

C. 89%

D. 97%

Soft Skills



***“We hire for hard skills.
We fire for soft skills.”***





<https://www.ispot.tv/ad/dSpg/mcdonalds-skills-that-work-for-you>

Shoulder Partner **Activity**



Discuss with your *shoulder partner* what soft skills are and why they are important in the workplace



Shoulder Partner **Activity**



Discuss with your *shoulder partner* what soft skills are and why they are important in the workplace



02:00

How?

Teaching **Soft Skills**

Cannot be done in a vacuum but must be...

- Introduced
- Developed
- Refined
- Practiced
- Reinforced

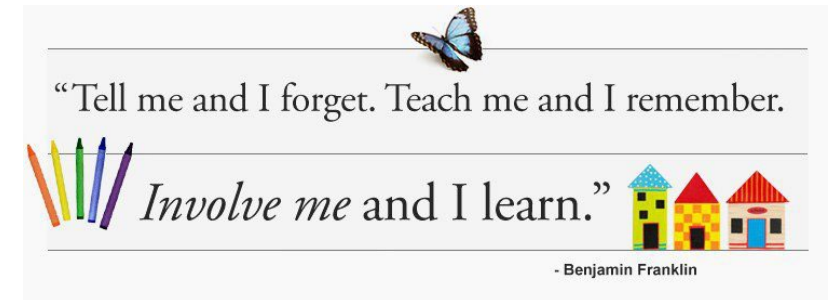


Follow the Universal Design for Learning

- Enable demonstration of learning through multiple modalities
- Encourage the use of technology
- Include opportunities for “do-overs”
- Provide instructions identifying steps to completion
- Encourage students to present their own thoughts and opinions
- Provide feedback in multiple forms
- Include opportunities for students to collaborate
- Provide opportunities for students to ask questions

Learning Content Should Be...

- Engaging and fun
- Easy to understand and complete
- Relevant to their needs
- Applicable to both the workplace and their personal lives
- Presented in ways that make it easy to digest and retain



Recommended Framework

1. Discussion
2. Activity
3. Conclusion/Reflection
4. Extension Activity



Discussion

- Start the class with a short topic overview
- Engage in a discussion
- Present a situation and ask for comments
- Show a video and then discuss

Activity

- Engage students in a fun, yet meaningful, activity focused on a specific soft skill
- Easy to understand and relevant
- Applicable to both workplace and home
- Presented so it easy to digest and retain

Activity Examples



- Perform a skit
- Journaling activity
- Discuss a quote
- Draw a concept map
- Analyze a photograph
- Unfolding case study
- Watch a video then discuss/reflect



Conclusion/Reflection

Soft Skills

- Summarize what should have been learned from the activity
- Ask students some reflective questions
 - **What would you do?**
 - **What would you tell your friend?**

Extension Activity



- After-class assignment to assess learning
- Individual or group assignment
- Options:
 - Post online for others to comment
 - Present in class at next meeting
 - Submit for evaluation and grade

Extension Activity Examples

- Create a poster presentation
- Create an infographic
- Develop a hands-on activity
- Write and perform a skit
- Create an internet scavenger hunt
- Create a Facebook wall
- Make a video

Critical Thinking
Creativity
Collaboration
Communication

Soft Skills

Teaching Time Management



Time Management

- Effective planner
- Organizing time
- Prioritization of tasks
- Process of planning time
- Time allocation
- Time analysis
- Time control
- Time optimization
- Time scheduling
- Timing
- Working time arrangement

Discussion



Ideas to Consider

- In small groups, define time management and multitasking
- Make a list of skills involved in managing time
- Compare lists with other groups
- Can you be effective doing two or more tasks at the same time? Let's find out!

Teaching Time Management Activity

Page 3

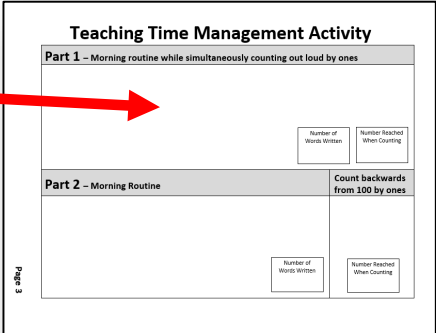
Teaching Time Management Activity	
Part 1 – Morning routine while simultaneously counting out loud backwards from 100 by ones	
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
Part 2 – Morning routine	Count backwards from 100 by ones
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

Page 5



Activity Example - Part 1

- On my mark, write down your typical morning routine while simultaneously counting out loud, backwards from 100 by ones
- Ready, set, ...



The image shows a worksheet titled "Teaching Time Management Activity". It is divided into two main sections: "Part 1 - Morning routine while simultaneously counting out loud by ones" and "Part 2 - Morning Routine". Each section has a large blank area for writing. To the right of each writing area are two small boxes: "Number of Words Written" and "Number Reached When Counting". A red arrow points from the text "simultaneously" in the first bullet point to the "Part 1" section of the worksheet.

Teaching Time Management Activity	
Part 1 - Morning routine while simultaneously counting out loud by ones	
	Number of Words Written
	Number Reached When Counting
Part 2 - Morning Routine	
	Count backwards from 100 by ones
	Number of Words Written
	Number Reached When Counting

Activity Example - Part 1

00:30

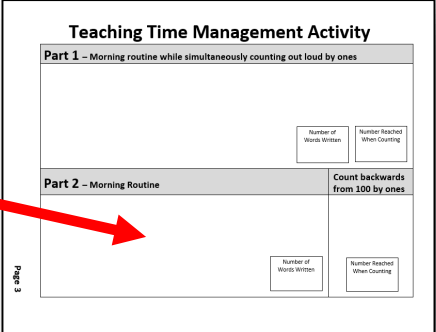
Activity Example - Part 1

The image shows a worksheet titled "Teaching Time Management Activity". It is divided into two parts. Part 1 is titled "Part 1 - Morning routine while simultaneously counting out loud by ones" and contains a large empty box for writing. To the right of this box are two small boxes labeled "Number of Words Written" and "Number Reached When Counting". Part 2 is titled "Part 2 - Morning Routine" and contains another large empty box for writing. To the right of this box are two more small boxes labeled "Number of Words Written" and "Number Reached When Counting". The text "Count backwards from 100 by ones" is written to the right of the second set of boxes. Two red arrows originate from the text "and the number you reached" in the bullet point below, pointing to the "Number Reached When Counting" boxes in both Part 1 and Part 2.

- Record the number of words you wrote *and* the number you reached

Activity Example - Part 2a

- On my mark, write down your typical morning routine
- Ready, set,...



The image shows a worksheet titled "Teaching Time Management Activity". It is divided into two parts. Part 1 is titled "Morning routine while simultaneously counting out loud by ones" and includes a large empty box for writing and two small boxes for recording "Number of Words Written" and "Number Reached When Counting". Part 2 is titled "Morning Routine" and includes a large empty box for writing and two small boxes for recording "Number of Words Written" and "Number Reached When Counting". A red arrow points from the text "On my mark, write down your typical morning routine" to the large empty box in Part 2. The page number "Page 1" is visible in the bottom left corner of the worksheet.

Activity Example - Part 2a

00:30

Activity Example - Part 2a

Teaching Time Management Activity

Part 1 - Morning routine while simultaneously counting out loud by ones	
	<input type="text"/> Number of Words Written
	<input type="text"/> Number Reached When Counting
Part 2 - Morning Routine	Count backwards from 100 by ones
	<input type="text"/> Number of Words Written
	<input type="text"/> Number Reached When Counting

Page 3

- Record number of words you wrote

Activity Example - Part 2b

- Now, **on my mark**, count out loud, backwards from 100 by ones
- Ready, set, ...

Teaching Time Management Activity	
Part 1 – Morning routine while simultaneously counting out loud by ones	
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
Part 2 – Morning Routine	
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

© 2012

Activity Example - Part 2b

00=30

Activity Example - Part 2b

Teaching Time Management Activity

Part 1 – Morning routine while simultaneously counting out loud by ones	
	<input type="text"/> Number of Words Written
	<input type="text"/> Number Reached When Counting
Part 2 – Morning Routine	
	Count backwards from 100 by ones
	<input type="text"/> Number of Words Written
	<input type="text"/> Number Reached When Counting

Page 3

- Record the number you reached

Conclusion

- Compare your results.
- **What observations did you notice?**
- **Now**, how effective do you think you are at multitasking?

The image shows a worksheet titled "Teaching Time Management Activity" with two parts. Part 1 is "Morning routine while simultaneously counting out loud by ones" and Part 2 is "Morning routine while counting backward by ones". Each part has a table with two columns: "Number of Words Written" and "Number Reached When Counting". Red circles highlight the "Number Reached When Counting" boxes in both parts, and red arrows point from the text "Compare your results." in the main slide to these boxes.

Teaching Time Management Activity	
Part 1 – Morning routine while simultaneously counting out loud by ones	
Number of Words Written	Number Reached When Counting
Part 2 – Morning routine while counting backward by ones	
Number of Words Written	Number Reached When Counting

Extension Activity



Ideas to Consider

- Write a case study on time management.
- Develop a hands-on activity on time management.
- Write a reflective journal.
- Find and review ten apps related to time management.
- Create an Internet scavenger hunt related to time management.

Teaching Communication



Communication

- Able to listen
- Listening
- Negotiation
- Nonverbal communication
- Persuasion
- Presentation
- Public speaking
- Read body language
- Storytelling
- Verbal communication
- Visual communication
- Writing reports/proposals
- Writing skills



**Ideas to
Consider**

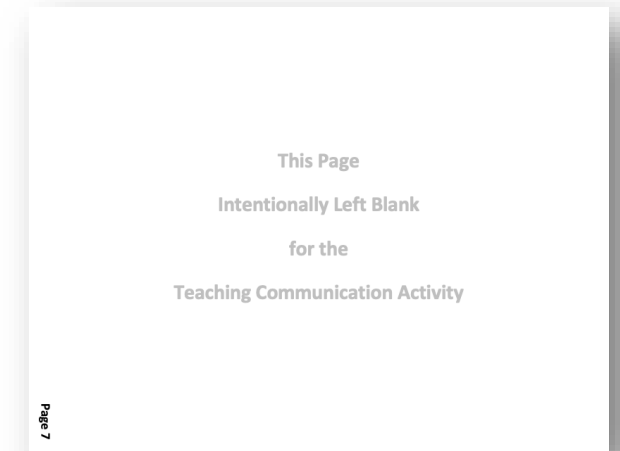
Discussion

- Communication comes in many forms (e.g., verbal, aural, non-verbal, written, visual).
 - Can you give me an example of each?
- It is important to understand your preferred communication method and those you work with.
- Communication skills are some of the most desired skills employers look for.

Activity Example



- Get a sheet of paper (last page of handout).
- Hold it in front of you.
- **Close your eyes** and listen carefully to my directions.
- The rules: No peeking or asking questions!



Page 7

- Fold your sheet of paper in half.
- Now, tear off the upper **right-hand** corner.
- Fold the paper in half again and tear off the upper **left-hand** corner.
- Fold in half again in half.
- Now tear off the lower **right-hand** corner.

- Open your eyes and unfold your paper.
- If I did a good job of communicating and you did a good job of listening, all of our sheets should look the same! **Do they?**
- Hold up your sheet for everyone to see.
Compare your sheet with others.
- **Why do you think no one else's paper matched your paper exactly?**

Conclusion

- Part of being a good communicator is recognizing that people need to receive information in different ways in order to be successful.
- If the goal of this activity was really to have everyone's snowflakes look exactly the same, **what changes could have been made to the directions?**

Student Worksheet



Ideas to Consider

Work in small group to create a definition of “good communication” by making a list of responsibilities for being a good communicator and a good listener.

Responsibilities of being a...	
Good Communicator	Good Listener

Extension Activities



Ideas to Consider

- Create a poster on communication.
- Develop a hands-on activity on communication.
- Create a top ten list of good communication traits.
- Create an instructional video on communication.
- Write an advice column with several communication problems.

Teaching Teamwork



Teamwork

- Accept feedback
- Collaborative
- Customer service
- Deal with difficult situations
- Deal with office politics
- Disability awareness
- Diversity awareness
- Emotional intelligence
- Empathetic
- Establish interpersonal relationships
- Intercultural competence
- Interpersonal skills
- Influential
- Networking
- Persuasive
- Self-awareness
- Selling skills
- Social skills
- Team builder
- Team player

Discussion



Ideas to Consider

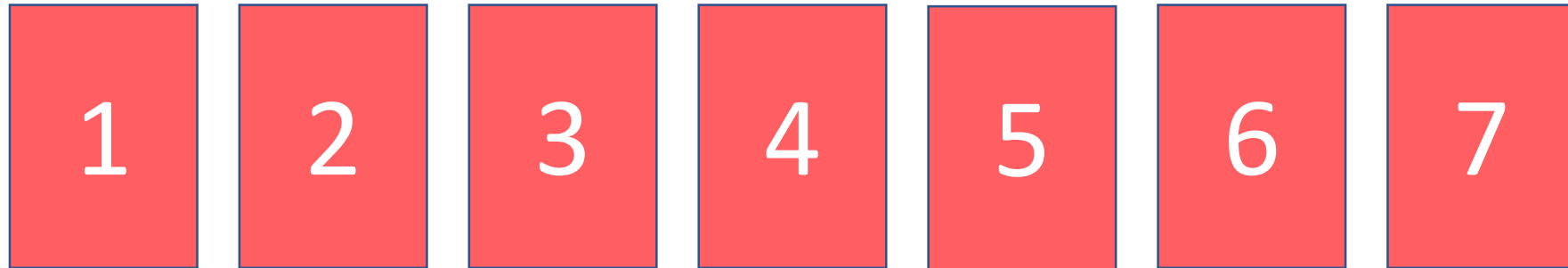
- If you were picking players to play on your soccer team, what attributes would you look for?
- Discuss how not everyone who plays on a soccer team can score a goal, but everyone has an important role to play
- Relate soccer example of teamwork to the workplace

Activity



- Each table is assigned a scenario (1 to 7).
- Each table is to develop an action plan on how to deal with your assigned scenario.
- Select a spokesperson to report out.

Find Your Table Number



What would you say to a team member who...

1. Is always late
2. Starts side conversations during discussions
3. Gets upset when his/her recommendations are not followed
4. Hogs the conversation/discussion
5. Leaves before the job/work is done
6. Constantly jokes and get people off track
7. Refuses to work with a “certain” team member

Report Out

1. Is always late

2. Starts side conversations during discussions

3. Gets upset when his/her recommendations are not followed

4. Hogs the conversation/discussion

5. Leaves before the job/work is done

6. Constantly jokes and get people off track

7. Refuses to work with a “certain” team member

Conclusion



Ideas to Consider

- Working in small groups, make a list of the attributes of a good team player.
- Have **you** been a team player in this assignment? Convince those in your group. Why or why not?
- Why do you think employers value team players?
- Your best friend is in trouble at work because she is not a team player. What suggestions would you give to her?

Extension Activities



Ideas to Consider

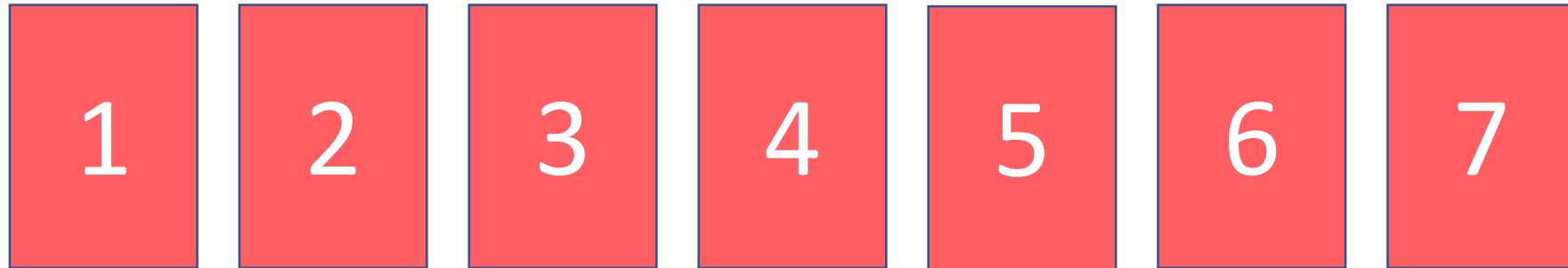
- Create a poster on teamwork.
- Create a video related to teamwork.
- Create an infographic related to teamwork.
- Write and perform a skit related to teamwork.
- Write an advice column with several teamwork problems.

Now, It's Your Turn!

- Each table will be assigned a soft skill.
- At your table, discuss teaching that skill.
- Develop a draft lesson with a:
 - Discussion
 - Activity
 - Conclusion/Reflection
 - Extension Activity

it's
your
turn

Same Number as Previously



Soft Skill Assignments

1. Teamwork
2. Verbal Communication
3. Written Communication
4. Positive Attitude
5. Problem Solving/Critical Thinking
6. Professionalism
7. Time Management



**YOUR
ASSIGNMENT**

Infusing Soft Skills: Activities and More

Page 5

As a group, use this as a smorgasbord of ideas to select an activity and an extension activity for your assigned soft skill

Infusing Soft Skills: Activities and More

Soft Skills	Activities	Extension Activities
Teamwork	Do a skit	Write a case study
	Journaling activity	Complete a quiz
	Small group reflection	Poster presentation
	Create a list, draw a picture, act out	Write a report
Verbal Communication	Watch a video followed by discussion	Develop a hands-on activity
	Demo then reflection/discussion	Give an oral presentation
	Role play then reflection/discussion	Write a reflection journal
	Brainstorm possible solutions	Create a top 10 list relevant to the topic
Written Communication	Discuss a quote	Make a video
	Skill inventory then reflect	Learning log
	Teambuilding exercise	PowerPoint presentation
	Discuss a case study	Write and perform a skit
Positive Attitude	What would you do if...	Make a TV or radio commercial
	Tell me about a time when...	Create a flow chart or diagram
	Conversation starter prompt	Create questions and an answer key
	Group activity	Make an instructional video
Problem Solving Critical Thinking	Discussions	Create an infographic
	Hold a debate	Use a Venn diagram to compare two aspects of the topic
	Concept map	Make a pamphlet or brochure
	Unfolding case studies	Write a newspaper article
Professionalism	Real-world simulation	Write a series of tweets
	Storytelling	Create a Facebook wall
	Cognitive rehearsal	Create a Pinterest board
	Mind mapping	Start a blog
Time Management	Illustration	Create an Internet scavenger hunt
	Coffee House	Write an advice column with several problems related to the topic
	World Cafe	Create flash cards or trivia cards
	Socratic Seminar	Make a short documentary film
	Philosophical Chairs	Create a newsletter
	Jigsaw Activity	
	Analyze a Photograph	

Page 5

Soft Skill Teaching Plan **Activity**

Page 6

As a group, complete this concept map to plan out how to teach your assigned soft skill

Soft Skills Teaching Plan	
Soft Skill	
Discussion	Activity
Conclusion/Reflection	Extension Activity

Page 6

Let's Debrief

Soft Skill Assignments

1. Teamwork

2. Verbal Communication

3. Written Communication

4. Positive Attitude

5. Problem Solving/Critical Thinking

6. Professionalism

7. Time Management

**Let's
Debrief**

Shoulder Partner **Activity**



Discuss with your *shoulder partner* something you plan to implement from this session



Shoulder Partner **Activity**



Discuss with your *shoulder partner* something you plan to implement from this session



02:00

Soft

Skills

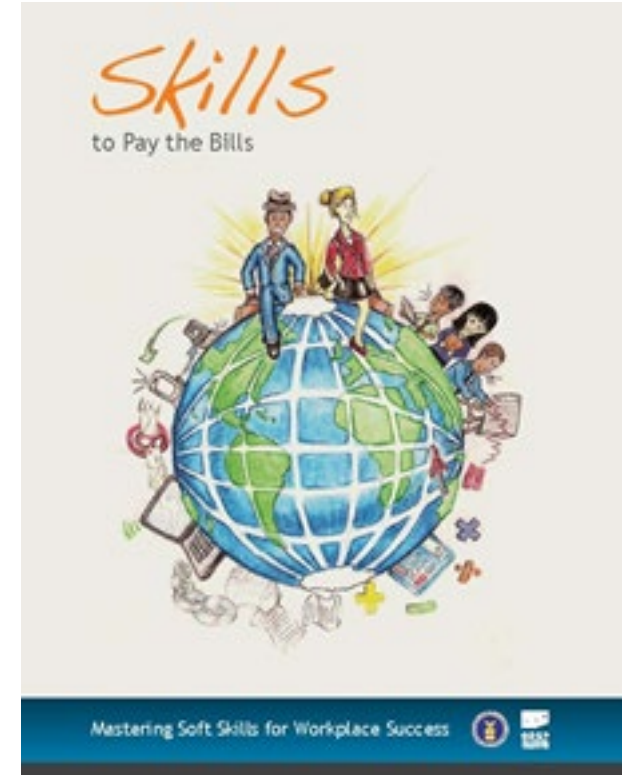
RESOURCES

Word cloud terms include: TARGET, LEARN, STRATEGY, EDUCATION, INTELLIGENCE, TRAINING, TEACH, COLLEGE, COMMUNICATION, PLANNING, SKILL, DISCOVER, COACHING, STRATEGY, INFORMATION, INSTRUCTION, MEDIA, UNIVERSITY, SUCCESS, SCHOOLING, STUDY, STUDENT, PLAN, PROJECT, SUCCESSFUL, SCHOOL, TRAINING, TEACH, SKILL, MEDIA, STRATEGY, GOALS, SOLUTION, EDGE.

Skills to Pay the Bills

- Curriculum and videos developed by ODEP focused on teaching "soft" or workforce readiness skills
- Modular, hands-on, engaging activities and videos that focus on six key skill areas:
 - Communication
 - Enthusiasm and Attitude
 - Teamwork
 - Networking
 - Problem Solving and Critical Thinking
 - Professionalism

FREE



<https://www.dol.gov/odep/topics/youth/softskills>

Also available in Spanish

Employability Skills

Soft Skills Addressed:

- Communication
- Teamwork
- Problem Solving
- Critical Thinking
- Using Technology
- Time Management
- Interviews
- Motivation
- Work Ethic
- Listening
- Respect
- Responsibility
- Flexibility
- Interpersonal Skills
- Negotiation
- Networking
- Patience
- Presentation Skills
- Self-Confidence
- Stress Management

Curriculum Components:

- Teacher Guide
- Student Workbook - set of 20
- Microsoft PowerPoint Presentation Slides
- Workplace Scenario Cards - set of 19

Length:

This 19-30 hour curriculum is comprised of 19 lessons.

<https://www.realityworks.com>



αUMi[®]

♦♦ *building tomorrow's leaders*



5G Power Skills



5G Leadership Skills



5G Coaching Skills



5G Critical thinking Skills



5G Bootcamp



5G EDGE



<https://5gpowerskills.com>



padlet

Erik Christensen · 3h

SOFT SKILLS: What Should Have Been Learned in Kindergarten

Resources to help get you started helping your students develop their soft skills

The Padlet board features 30 individual cards, each representing a resource. The resources include:

- South Florida State College** contact information and a resource manual.
- softskills.pdf** from www.dol.gov.
- Skills to Pay the Bills - YouTube** video.
- 30 Tips to Teaching Soft Skills** article with an illustration by Linda Tieu Prepa...
- SOFT SKILLS?** article: "The ROI of Soft Skills Training ... Has your business been strugg..." by pennfooster.
- Soft Skills Education Resources** collection.
- Career Activities** collection.
- Teaching Social Skills in Language Arts** lesson plans for "Willingness to Try New Tasks" by cccoe.
- Soft-Skills-eBook** PDF document from padlet drive.
- 9 Awesome Classroom Activiti...** When it's time to go to college ... by wearateachers.
- Practice professionalism on a daily basis** video.
- Teaching Soft Skills: 15 Tips L...** by Realityworks, Inc. youtube.
- Using Technology to Teach Soft Skills** article: "Let Training to Promote Soft Skills Matter!"
- SoftSkillsMastery.pdf** PDF document from www.dol.gov.
- Employability Skills Framework** article: "PCRN: Employability Skills Why Employability Skills? Succ..." by ed.
- Teaching and Assessing Soft Skills** article: "Teaching & Assessing Soft Ski... The career landscape is chang..." by catintucker.
- Top 5 Soft Skills all College Students Need** article.
- Designing a Soft Skills Curriculum** article: "Ideas For a Do It Yourself Soft ... A MiddleWeb Blog Young peop..." by middleweb.
- Soft skills: how to teach the m...** Imagine the impact you could ... by trainingzone.
- NC-NET Employability Skills Resource Toolkit** PDF document from padlet drive.
- Soft Skills for Business** article: "Bridging the Soft Skills Gap..." by padlet drive.
- 12-15-Revised-NCNET-Employ...** PDF document from padlet drive.
- Soft Skills for Business** PDF document from padlet drive.
- understanding-and-solving-th...** PDF document from padlet drive.
- BRIDGING THE SOFT SKILLS GAP** article: "Bridging The Soft Skills Gap... Solve the number one problem..." by amazon.
- realcareer-employability-skills...** Use hands-on activities and re... by realityworks.
- 5G Power Skills training facilit...** 5g power skills certification.

Soft Skills



[Bit.ly/TeachingSoftSkills](https://bit.ly/TeachingSoftSkills)

Learning Reflection

Soft Skills

- Can you explain **what** soft skills are? ✓
- Can you describe **why** you should emphasize developing soft skills? ✓
- Can you identify **how** to develop activities focused on developing soft skills? ✓

Will you consider promoting training on soft skills in your class?



- A. Already do!
- B. Yes
- C. Maybe
- D. No

Soft Skills



Door Prizes

You need a ticket to play!



The Random Number Generator
Unpredictable, unique & spoken

OPEN

Soft Skills

Questions?



Erik.Christensen@southflorida.edu

Soft Skills

Thank You!



Erik.Christensen@southflorida.edu