

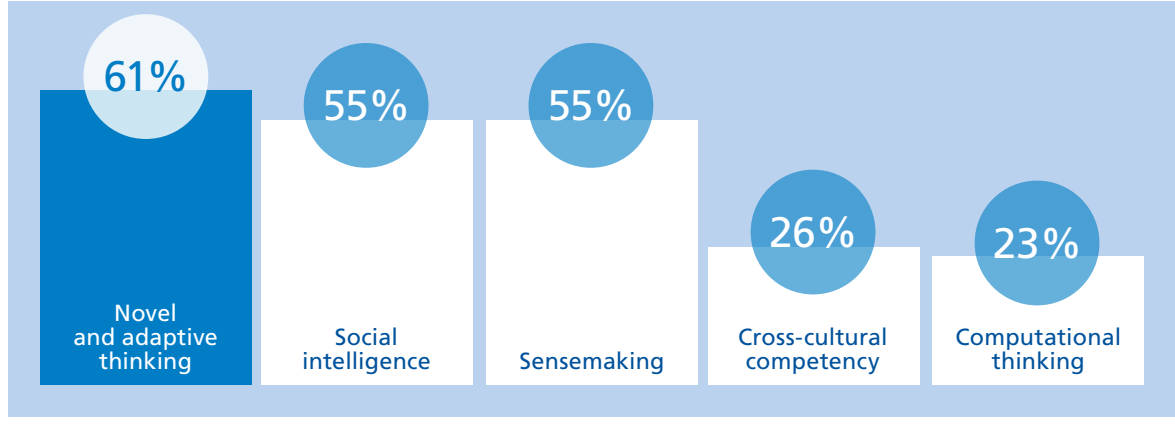


# skills of the future:

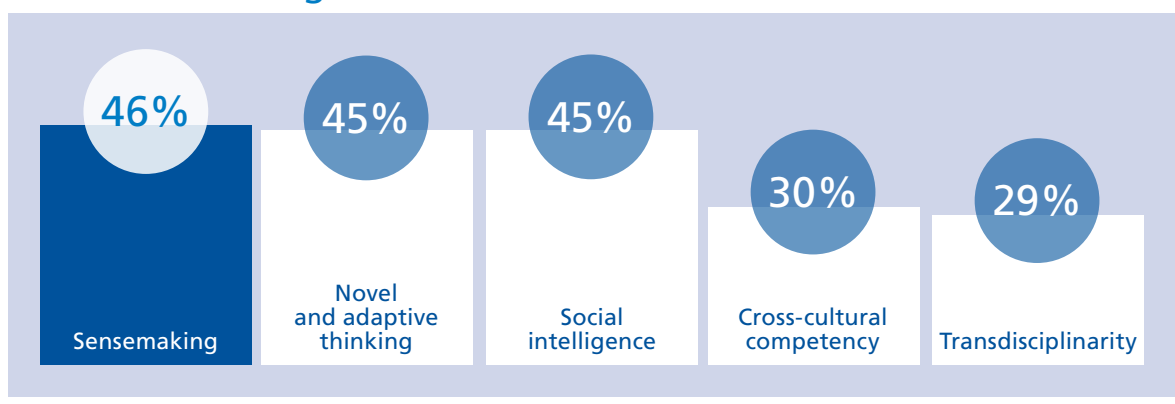
Novel and adaptive thinking is the top skill valued by Canadian workers and employers

## the 10 skills

### most important skills

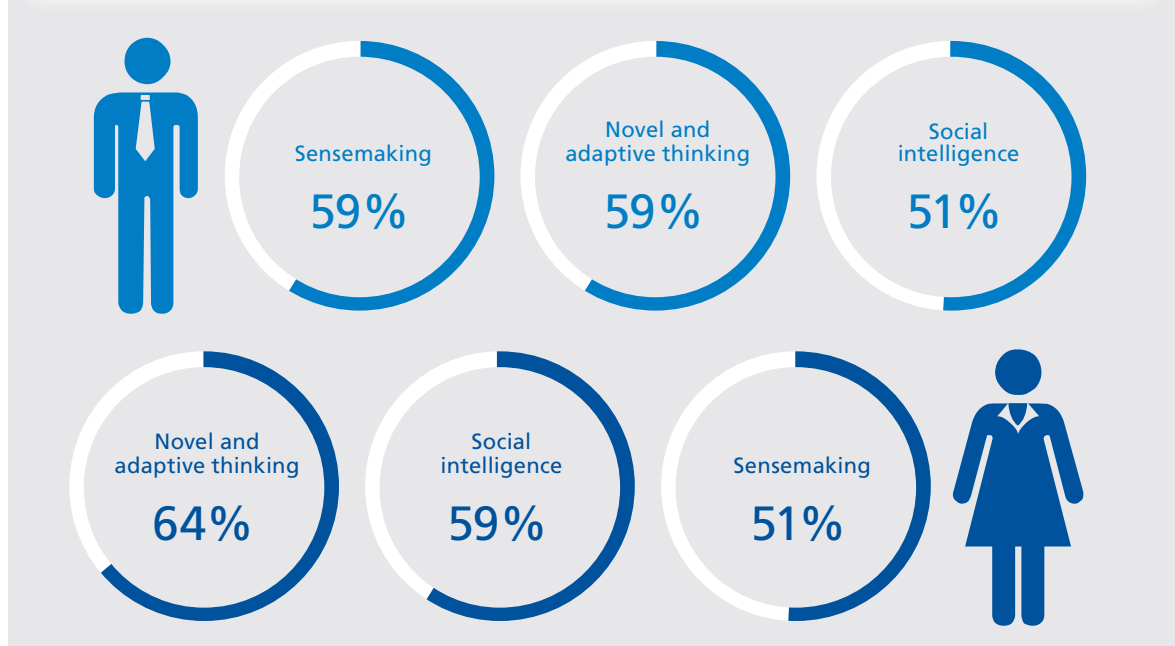


### skills most lacking



### skills importance by

#### gender



#### generation

	Baby boomers 1946 +	Gen X 1960 +	Gen Y 1980 +	Gen Z 1995 +
Social intelligence	48%	53%	66%	69%
Sensemaking	59%	57%	49%	38%
Novel & adaptive thinking	68%	59%	61%	37%

#### sector

Sales & Retail	Social intelligence	62%
Office & Administration	Novel & adaptive thinking	64%
Customer Service & Call Centre	Novel & adaptive thinking	66%
Manufacturing, Automotive & Logistics	Sensemaking	63%
Technology & Engineering	Novel & adaptive thinking	66%
Science & Mathematics	Novel & adaptive thinking	74%
Human Resources	Novel & adaptive thinking	85%
Finance & Accounting	Sensemaking	67%
Marketing	Sensemaking	85%

- novel & adaptive thinking
- social intelligence
- cognitive load management
- sensemaking
- new media literacy
- virtual collaboration
- cross-cultural competencies
- design mindset
- computational thinking
- transdisciplinarity

Source: Agility quotient: developing the skills of the future in today's workforce, Randstad Canada 2016  
 The 10 skills of the future referred to here have been developed by The Institute for the Future, Future Skills 2020, <http://www.iftf.org/futureworkskills>