

FROM SKILLS TO POSSIBILITIES



Skills Spotlight

When skills become visible through learning or reflection, they show patterns of behaviour rather than personal labels.

For example, problem-solving reflects how complexity is handled, communication shows how ideas are shared and understood, and collaboration indicates how contribution happens in a group.

Recognising these patterns helps connect everyday learning and youth work experiences to future education and business environments.

From Skills to Work

Rather than matching skills to job titles, it is more useful to look at work environments where different skills are used.

For example, **problem-solving and persistence** are essential in environments where complex issues must be analysed and improved, such as *technology development, research or process optimisation*.

Communication and collaboration matter in *team-based settings*, including project work, coordination roles and client-facing activities.

Creativity and adaptability are valued in environments focused on *innovation, design and change*, while **leadership and ethical judgement** support decision-making and responsibility in *organisations and businesses*.



Why Skills Matter More Than People Think

Young women often underestimate their readiness for future education and work because they focus on what they still need to learn, rather than on the skills they already use every day. When competences become visible through reflection, mentoring or learning activities, the key question becomes how to interpret them in a way that opens possibilities instead of creating pressure.

Skills are not labels or scores. They describe how challenges are approached, how people work with others, and how ideas are turned into action. These ways of working are essential across many environments, including STEM, business and professional life. Recognising this connection helps future pathways feel clearer, more realistic and less intimidating.

Using 4Equality Skill Map

The competence visualisation used in 4Equality learning tools <https://4equality.erasmus.site/> offers a snapshot of how skills currently show up, including strengths, patterns and areas that can grow with practice.



Strong areas indicate where experience and confidence already exist. Growth areas point to directions for learning, not limitations. Many professionals in STEM and business develop these skills over time, through use and feedback.

The skill map is a starting point for reflection and next steps, helping turn existing competences into clearer possibilities for future exploration.