инструментария для порождения текста на иностранном языке и собственных мыслей для последующего обсуждения. Здесь каждый из языков задействован полноценно, и переключение между ними проходит более естественно. Мастерство преподавателя заключается в использовании стратегии или инструментов, чтобы задействовать все языковые ресурсы, которые есть у обучающегося, чтобы обеспечить желаемый результат.

Приемов такого рода может быть много, они определяются креативностью преподавателя и его умением производить качественный отбор информационного материала. Основная логика состоит в том, что обучающийся получает доступ к содержательному контенту на одном языке и проецирует его на втором языке. Происходит плавный переход с одного языка на другой, позволяющий создавать осмысленное, разумное, логичное, и самое главное – продуктивное – высказывание.

IT-SPECIALIST: HARD SKILLS AND SOFT SKILLS PROPORTION

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Abstract. *The article tackles the issues of the well-balanced proportion of hard skills and soft skills an IT-specialist should possess. The essence of these notions is considered in the article.*

Keywords: hard skills, soft skills, key competencies, QI-skills.

Many of employers and employees are familiar with the hard and soft skills concept, where hard skills can be evaluated with tests, for example, if it is necessary to estimate specific knowledge in a particular area. Soft skills include effective communication skills, creativity, and others to work in a team in an efficient way. If we apply this concept to studying languages, then hard skills is directly associated with the knowledge of the language, the correct use of vocabulary and grammar, the ability to understand the interlocutor and respond to him. This is why people start studying languages. Soft skills are applicable abilities. They imply and demonstrate how you use the language as a communication tool, help to build rapport in the team, and reach the desired result while solving some communicative tasks. Soft skills are personal habits and traits that shape how you work, on your own and with others. Effective communication, for example, is a key soft skill many employers seek. Some others include dependability, effective teamwork and active listening.

Scientists have identified seven skills under the soft skills category and called them QI Skills. They allow a person to be more efficient and more successful in collaboration with the outside world. They are the following:

– ME-skills include self-monitoring skills, self-reflection and self-awareness.
– WE-skills include team interaction skills and empathy. Cooperation is based on interaction with other team members. And it is very nice to see teammates reveal, show or develop their leadership qualities, help and support each other.
– WHY-skills mean the ability to remain inquisitive and asking questions in search for answers and understanding. What we coped perfectly as a child, but often confused on the way to serious adulthood.
– WILL-DO-skills imply a worked out route to the target and skill focus. A lot of activities people perform in their workplace are very intense, and it is impossible to achieve something without the ability to focus on the coveted success.
– WIGGLE-skills imply intelligent and physical tirelessness to apply Will- and Why-skills described above. Working usually means a lot of movements, a constant change of activities, tasks that at first can puzzle you but at the same time can make you generate creativity and lead to some innovations.
– WOBBLE-skills. They are crucial when we speak about the ability to adapt, to cope with difficulties, to be up to a challenge. Learn and progress, this is what makes people move forward. We cannot overestimate the benefits of the ability to quickly adapt and to be able to fulfill new tasks while constantly working with different partners.
– WHAT IF-skills enable a person to stir creativity and imagination. If anything does not go

smoothly and according to the plan, one can be proactive enough to see other ways of solving the task and change tactics.

Skills needs are changing. The development of academic skills is fundamental, but insufficient. The promotion of social skills, communication and higher order thinking (problem solving, critical thinking and decision making) is becoming increasingly vital for citizenship and employability in the 21st century.

In job descriptions, employers often ask for a combination of hard and soft skills. Hard skills are related to specific technical knowledge and training while soft skills are personality traits such as leadership, communication or time management. Both types of skills are necessary to successfully perform and advance in most jobs.

Let us turn to the IT-specialist typical portrait. When you see a stranger in the street, do you guess what he could do for a living? Most people always do.

Did you really look at someone and wonder if he was a programmer? Those beardy men in checkered shirts who always drink coffee and sleep 2 hours a day. Is it familiar? A lot of people reckon that the word 'coder' completely doesn't go with girls. It's obvious: the reason is fixed mindset.

To prove it or to contradict we need to do a reality check having a new look out-of-the-box. Nobody would argue that carrying out a survey is the best solution. That's why we have done an opinion poll for IT-specialists and common people to compare their points of view. The enquiry was 'What is an IT-specialist like?'

We got 624 responses. You don't find it stunning. The most frequent associations are the following: glasses, a beard, a mug of coffee, a lot of money…

But it is not fair to judge by cover. It's essential to look inside. What makes a good developer? Hard skills and soft skills.

Here is the answer: IQ QI – a well-balanced proportion of knowledge and interactive skills.

Below, we'll explain the difference between hard and soft skills.

The key differences between hard skills and soft skills are how they are gained and put to use in the workplace.

Hard skills are often gained through education or specific training. They include key competencies like how to use a certain machine, software or another tool. Hard skills are technical knowledge or training that you have gained through any life experience, including in your career or education.

Soft skills are more often seen as personality traits you may have spent your whole life developing. They are called upon when you manage your time, communicate with other people or confront a difficult situation for the first time. Put another way, hard skills could be defined as your technical knowledge whereas soft skills are your overall habits in the workplace.

Soft skills usually cover

(1) social and communicative skills (communicative skills, interpersonal skills, teamwork and leadership, social intellect, responsibility, ethics of communication);

(2) cognitive skills (critical thinking, problem-solving skills, innovative thinking, intellectual load management skills, skills of learning, information skills, time management skills);

(3) personal attributes and emotional intellect (emotional intellect, integrity, optimism and positive thinking, flexibility, creativity, motivation, empathy). Soft skills are developed in learning and substantially hinged on modes of learning.

Hard skills and soft skills employers' top requirements reflect the actual demand for labour in the economy. They cover the essential qualifications, experience, hard and soft skills, attributes and traits of potential employees. Employability subsumes a host of person-centered constructs needed to deal effectively with the career-related changes occurring in today's economy, with soft skills coming to the front line.

Soft skills are essential to one's career and necessary to create a positive and functional work environment while hard skills are necessary to successfully perform technical tasks in a job. For this reason, employers often seek individuals who possess proven soft and hard skills. Some employers may prefer to select candidates who have a stronger set of soft skills over hard skills, as soft skills are at times more difficult to develop.

For example, lack prior knowledge of data analysis tools does not go first in case a candidate has references that can attest to the effectiveness of soft skills, such as empathy, open-mindedness and communication. An employer may choose this candidate over another candidate whose hard skills are stronger but who lacks the same level of soft skills.

In the various national and international contexts, the concept of soft skills reflects the social demand in the exact circumstances. The requirements determine the taxonomy used in every

context. Whereas hard skills are more or less defined and clear-cut for various occupations, soft skills still exist mainly as 'laundry lists', with much uncertainty and overlapping in definitions and taxonomy.

The employers' perceptions play a key role in the definition of the required skills for graduates. Thus, universities and higher education at large will have to go a long and uneasy way to meet the employability standards.

The concept of competence combines the successful elements of the definition of a professional: theoretical knowledge, professional skills (hard skills) and personal qualities, attitudes and social skills (soft skills) that contribute to successful or exemplary execution of functional duties.

The introduction of the first in scientific and then in the professional handling of an IT-specialist has greatly facilitated the definition of requirements for staff at different levels, and therefore caused a corresponding need to develop competencies in the education system that has traditionally focused on getting the students a wide range of theoretical knowledge and professional skills.

The determining factor of competitiveness of an IT-specialist organically combine the notions of 'knowledge', 'skills' and business and personal qualities needed for this type of professional activity.

Thus, the main directions of improving the system of training IT-specialists in the direction of enhance their competitiveness in the labour market is:

1) the use of a competence approach to the development of standards for higher education for each educational level and each specialty with the formation of the list of employee competencies as an educational outcome. To develop the list of competencies (competencies) required is to update the content of the national qualifications framework, which takes into account among the personal qualities of the worker as a component of communication competence characteristics, autonomy and responsibility;

2) the introduction of continuous monitoring of the needs of employers in determining the competence of professionals in order to ensure that the content of higher education to the needs of social production and bridge the gap between education and real sector of the economy. Such monitoring is advisable in all specialties annually through a survey of employers and analysis of job vacancies on major portals to find works that provide a representative sample of the urgent needs of economy in labor force in terms of quality;

3) the study of the educational content (educational and vocational programs) on the characteristics of effective learning in terms of competences formed, including not only knowledge and skills but also socio-emotional and cognitive skills necessary for successful performance of professional occupations;

The training should be based not only on the need to combine hard skills and soft skills, but also focus on the importance of on-the-job learning and the consequent adaptability and versatility.

However, the combination of non-formal and informal teaching and learning methods does matter. Indeed, by allowing greater openness to individual perspectives and by emphasizing the reflective nature of learning, it may enable both the development of new skills and the strengthening of skills already developed in informal and non-formal environments, culminating in a more evident empowerment of the individual.

To sum up, any nerd can't reach the top without socializing. And any good mixer cannot shake the world with an advanced technology without fundamental knowledge. In conclusion, there is no doubt that this idea inspires highly-motivated students to develop both hard and soft skills.

ИСПОЛЬЗОВАНИЕ ИНТЕРАКТИВНОГО ПОТЕНЦИАЛА УЧЕБНОГО ТЕКСТА В ТЕХНИЧЕСКОМ ВУЗЕ

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Реферат. *В статье рассмотрена важность интерактивности учебного процесса современного обучения иностранным языкам посредством Интернет-текста.*