

Global Human Skills Index



LevelUP analyzed global job postings from the past year to reveal how human skills are shaping hiring demand.

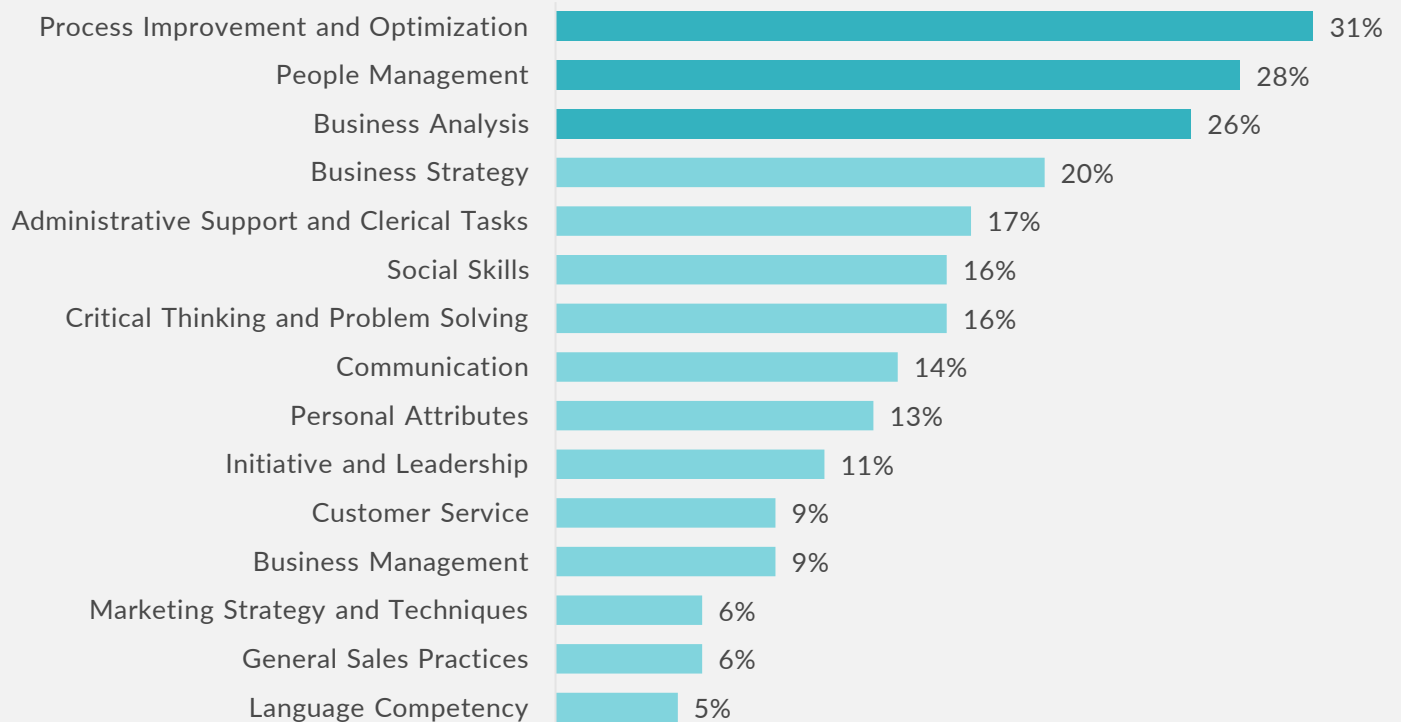


Human Skills Account for 30% of Hiring Demand

133 of 433 skills identified from global job posting data are human skills.

Top 15 Human Skills Driving Hiring Demand

Measured using year-over-year growth in job postings)



Impact > Activity

Hiring favors those who improve how work gets done, not just keep it moving.

Ownership Is the Expectation

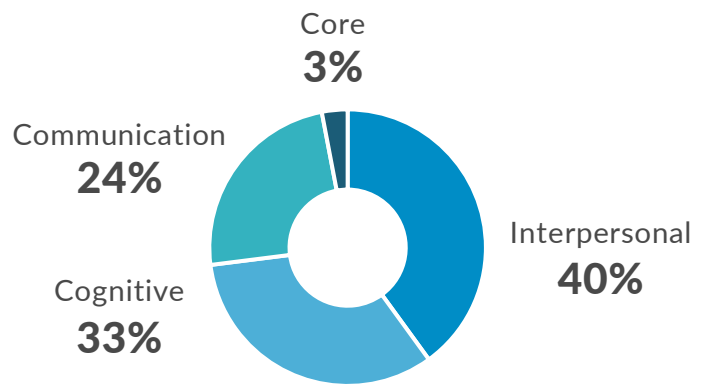
Management capability is increasingly expected beyond senior roles.

Human Oversight Remains Critical

Analytical, strategic, and critical-thinking skills are in focus.

Skill Distribution and Categories

133 Human Skills were grouped into four functional categories:



Core Human Skills

Foundational traits that shape how individuals approach work and make decisions.

E.g. Adaptability, Accountability, Resilience

Cognitive

Judgment-based skills for solving problems and making decisions in complex situations.

E.g. Critical Thinking, Strategic Planning, Problem-Solving, Business Judgment

Interpersonal Skills

Skills used to build trust and collaborate effectively with others.

E.g. Collaboration, Empathy, People Management

Communication

The ability to convey ideas clearly and influence across audiences.

E.g. Verbal & Written Communication, Storytelling, Presentation

Note: These categories reflect how skills are applied, rather than rigid definitions, and may have natural overlaps.

What This Means for Your Hiring Strategy

As roles become more complex, success depends on more than technical execution.

- Do your job descriptions reflect these capabilities?
- How are your recruiters assessing beyond technical fit?
- Do your processes reduce bias toward credentials and pedigree?
- Are you tapping into broader, non-traditional talent pools?
- Can you reliably assess human capabilities at scale?



Take the Next Step

[Connect with LevelUP](#) to assess how effectively you're defining, screening, and hiring for critical human skills.

Scope and Methodology:

Analysis of 433 skills extracted from global job postings over the past 12 months. Of these, 133 were classified as human skills. Skills were classified based on whether they: (1) Involve human judgment, interpersonal interaction, or behavioral capability and (2) Are not primarily dependent on tools, systems, or technical execution. Standardized criteria were applied, with hybrid skills assessed based on their primary usage.

Important Considerations:

Job postings reflect employer demand, not skill effectiveness. Growth rates are directional and should be viewed alongside broader trends. Findings represent cross-industry insights, not sector-specific data.