

Skills 2030: The Most Valuable Skills Are Human—Not Technical

MANAGEMENT SUMMARY & CORE TAKEAWAY

The WEF Future of Jobs Report 2025 shows that AI and big data are growing fastest, yet the decisive bottleneck skills for 2030 are human—analytical thinking, resilience, creativity, curiosity and leadership. For decision makers, this means execution can be outsourced, but judgment, adaptability and leadership must be deliberately strengthened in-house.

CONTEXT & EXECUTIVE RELEVANCE

The World Economic Forum's Future of Jobs Report 2025, published in January 2025, draws on responses from over 1,000 employers. The message is clear: analytical thinking remains the most sought-after core skill, with 70% of companies considering it essential. Resilience, flexibility and agility follow at 67%, then leadership and social influence. Creative thinking and motivation/self-awareness rank fourth and fifth. Notably, alongside AI and big data, human capabilities dominate the growth list through 2030.

When AI agents take over execution, research and standard decisions, the bottleneck shifts from 'getting work done' to 'judging, adapting, leading'. That is exactly what the WEF data underlines: while AI and big data are the fastest-growing technical skills, creative thinking, resilience, curiosity and leadership are also rising fast. For decision makers, this means execution can be outsourced, but judgment must be built in-house. For a deeper leadership angle, see [the Swiss podcast on KI agents as decision-makers and CEO competencies 2025](<https://www.ki-podcast.ch/ki-agenten-als-entscheider-ceo-kompetenzen-2025>).

CORE ACTION ITEMS

- 01 Analytical thinking: evaluate AI outputs, set priorities, resolve conflicting goals.
- 02 Creative thinking: identify new AI use cases and fundamentally rethink processes.
- 03 Resilience, flexibility and agility: respond quickly to new model versions, regulation and market changes.
- 04 Curiosity and lifelong learning: knowledge ages faster; learning organizations make better decisions.

SWISS COMPLIANCE & ARCHITECTURE GUIDELINES

- ☑ Full compliance with revised Swiss Data Protection Act (revDSG).
- ☑ Zero vendor lock-in on closed proprietary models.
- ☑ Seamless integration into Abacus, Bexio and M365 ecosystems.

Non-Binding Process Analysis

Let us review in 20 minutes where AI agents create immediate measurable efficiency in your workflows.

ki-outsourcing.ch