

Professionalism Article

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Recent Graduates Lack of Professional Values and Standards

Name of Student

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In the wall street journal by Rachel Emma Silverman, "At Work: Recent College Grads Lack Professionalism," I support the first paragraph. The paragraph's assessment of whether employees are up to the job found that entry-level workers are an entitled, unprofessional bunch.

Recent college graduates lay a lot of faith on what they believe is their inherent talents and what they have learned in their academic milestone. They feel they are privileged and their academics give them an upper hand over most tasks. Their entitlement and the notion that they have what it takes to make it in the work scene serve to hinder them from learning applicable professional requirements. They approach the professional skills as they did classroom requirement which is a different setting. Lack of exposure to the professional scene in terms of internships and attachment does not impart them with relevant soft skills for coping with the work atmosphere. Recent graduates put too much faith in their hard skills that they have acquired technical training that they overlook the relevant soft skills critical in a professional workspace. Those graduates that are confident in their soft skills and implication of such skills in a professional setting are found to be in dire lack of said skills. Their evaluation of soft skills is not credible to the standards of professionalism required by employers.

Recent graduates are overconfident in their capabilities and their technical relevance. Overconfidence at a professional level develops into self-centeredness. This overconfidence proves to expand into poor communication channels and higher chances of isolation within the graduates. They tend to be over-reliant on self which leads to low and poor productivity since they lack guidance. Their intellectual college training filled them with a sense of entitlement. This entitlement is derived from good grades in school without properly earning them and constant recognition and appraisal regardless of performance level. This entitlement cannot be applicable in any professional setting. The student needs to be retrained on how to put the effort

towards achieving and not to look for constant appraisals. Entitlement also proves critical in hindering the training of these graduates. Supervisors complain that recent graduates either don't focus on training since there are no tests at the end, or they cannot pick up their training practically into a work setting. Recent graduates are plagued with communication in a professional setting. They prefer informal modes of communications or isolation. Isolation is characterized by only having acquaintances they had before employment and a difficulty in forming new professional relationships. They tend to revolutionize the work force by implementing informal communication patterns that do not fit or are the opposite of what is stipulated as the code of conduct in the firms.

Employers recognize their need of technical skills gained through college training but are frustrated by the lack of soft skills. The soft skills employers' values are cross-cultural literacy, global awareness, communication, economics, knowledge of cost of doing business, problem-solving and critical thinking skills, ethical behavior, and interpersonal relationships which are lacking in college training programs and curriculum.

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References

Stewart, C., Wall, A., & Marciniak, S. (2016, July). Mixed Signals: Do College Graduates Have the Soft Skills That Employers Want. *Competition Forum*, 14(2), 276.

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