In January of 2016, The World Economic Forum asked chief human resources and strategy officers from leading global employers which skills will be required to thrive in 2020 and beyond. As the other studies suggest, creativity will become among the three most important skills tomorrow’s workers will need.

Here are the top 10:

1. Communication Skills
2. Analytical Thinking
3. Work Collaboratively
4. Leadership Skills
5. Creative Problem Solving
6. Project Management
7. Service Orientation
8. Creativity
9. Quantitative Skills
10. Decision Making
11. Risk Taking
12. Work Experience
13. Global Mindset
14. Entrepreneurship

Most striking: Creativity is a key part of many of the skills people will need. With the avalanche of new products, new technologies and new ways of working, workers are going to have to become more creative in order to benefit from these changes.

Robots may help us get to where we want to be faster, but they can’t be as creative as humans (yet).

Creativity is going to play an integral role in solving many of the challenges the world faces today. Being creative will be essential to Gen Z’s success.


According to this study, schools that hope to develop globally competitive students should “Weave 21st century competencies and expertise throughout the learning experience.” The skills they recommend incorporating into traditional academic subjects—all of which require creativity—include:

- Critical Thinking
- Complex Problem Solving
- Creativity
- People Management
- Coordinating with Others
- Emotional Intelligence
- Judgement and Decision Making
- Collaboration
- Multimedia Communication
- Flexibility

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