

WINGS

The Five Primary Skills for the Future of Work

The Fable
of the
Rooster
and the **Swallow**

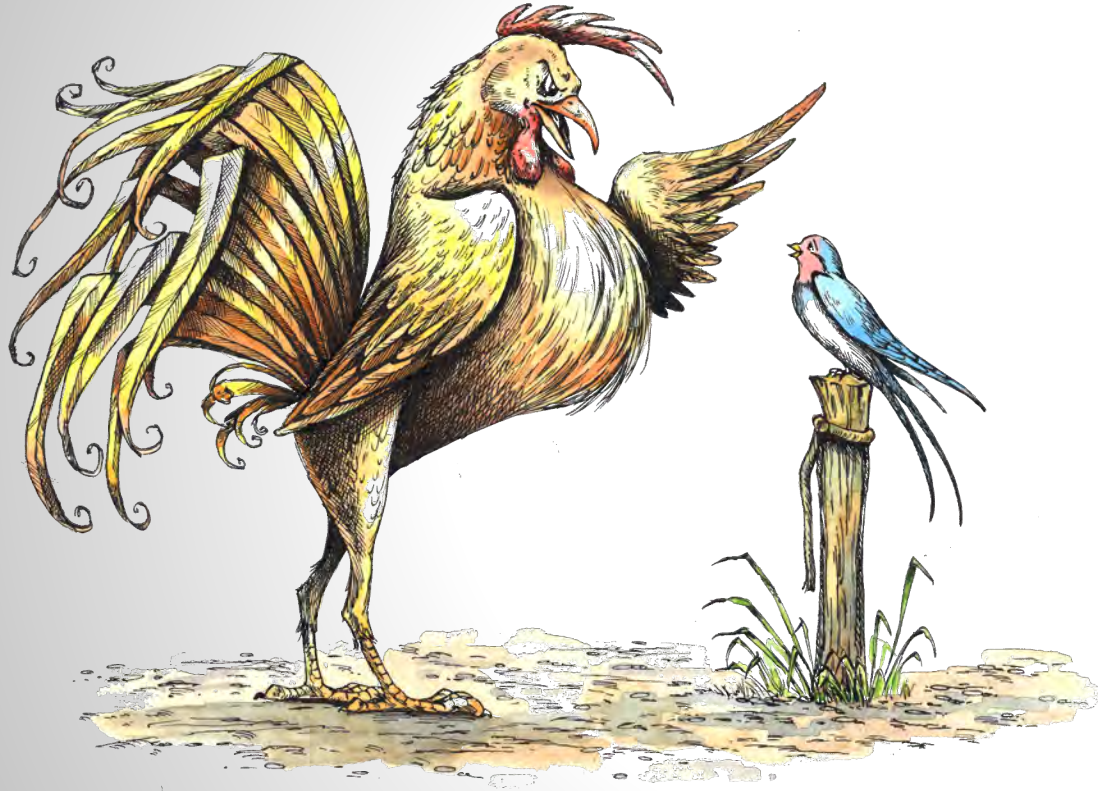


There once was a rooster
with feathers of gold.

He carried his colors with
pride and bravado.

He reigned like a king while
the chickens adored

His wonderful talent to crow
with vibrato.

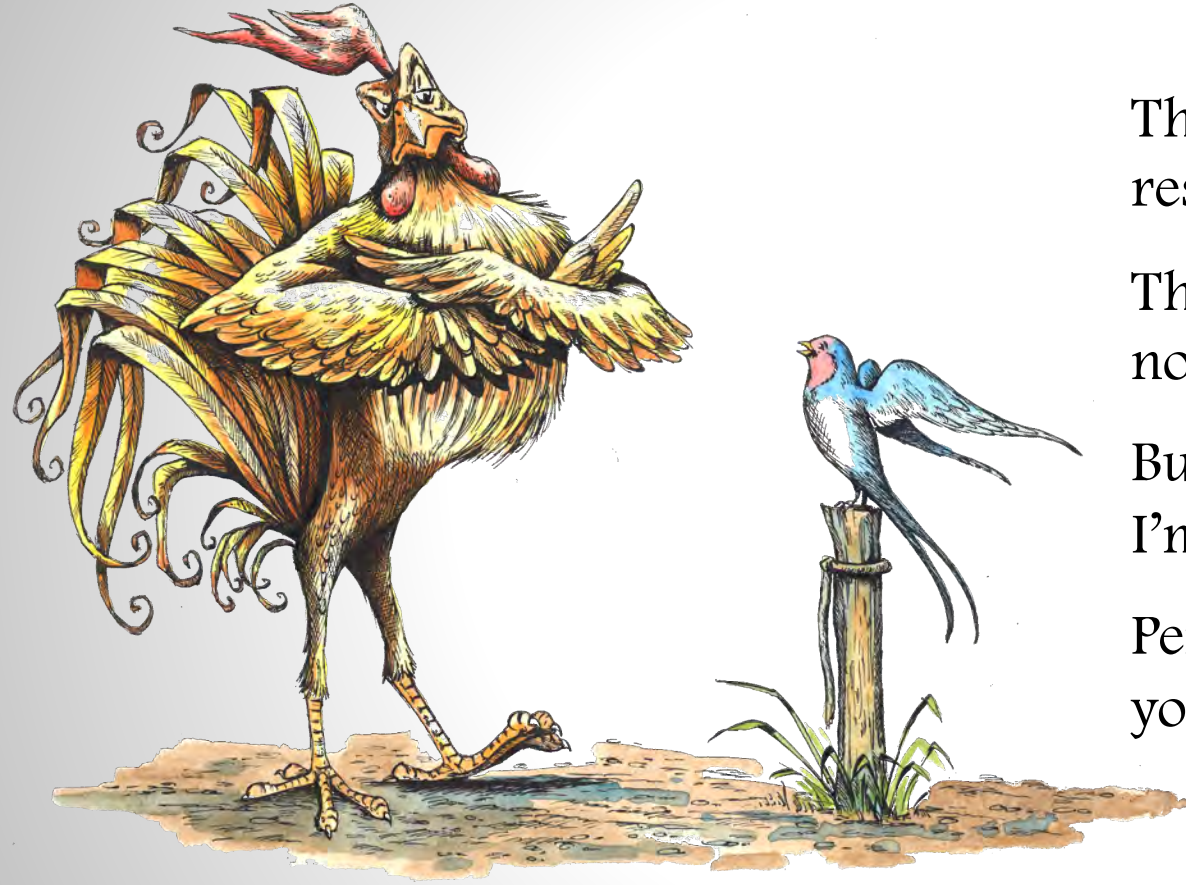


A traveling swallow was
tired of flying

And casually happened to
land in the coop

The rooster was shocked and
he yelled: “Are you trying

To undermine order and
peace in my troop?”

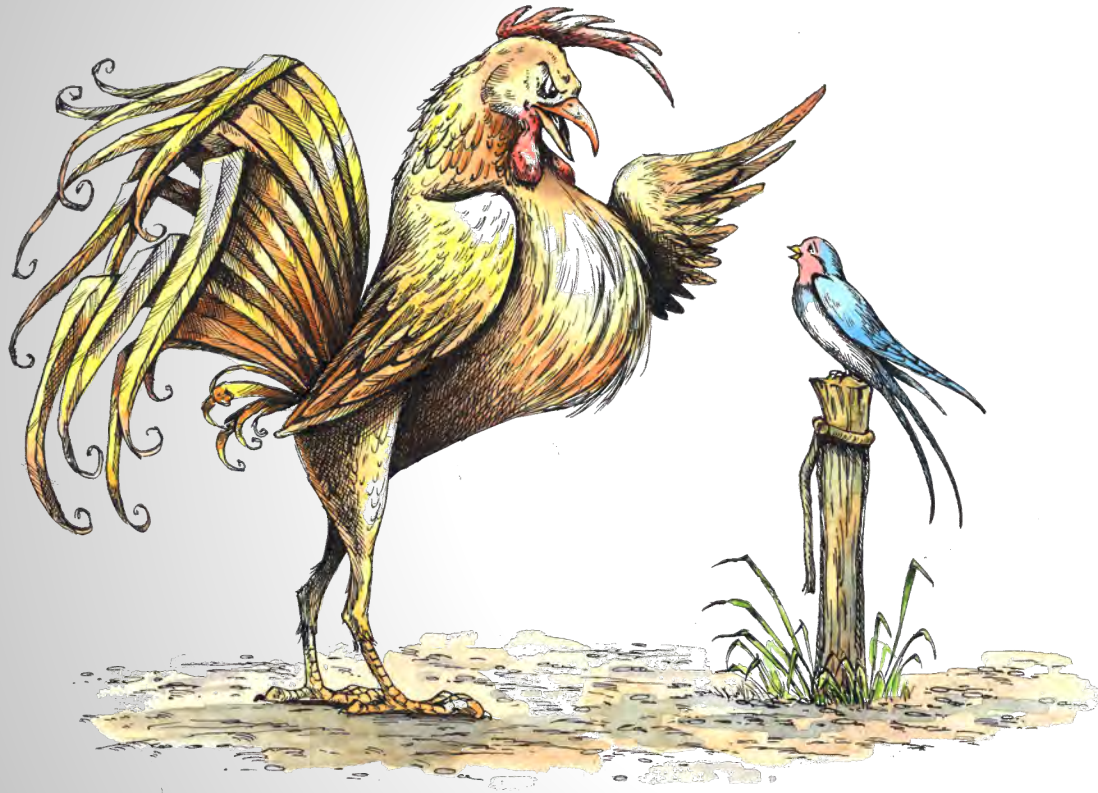


The swallow politely
responded: “I’m sorry,

That’s not what I want, I’m
not that kind of guy.

But now that I’m here and
I’m not in a hurry,

Perhaps I can teach all of
you how to fly?”



“How dare you, small
birdie”, the rooster replied

“I don’t want to fly, what a
foolish proposal.

And nore do my chickens, I
keep them inside,

They have to be constantly at
my disposal.”

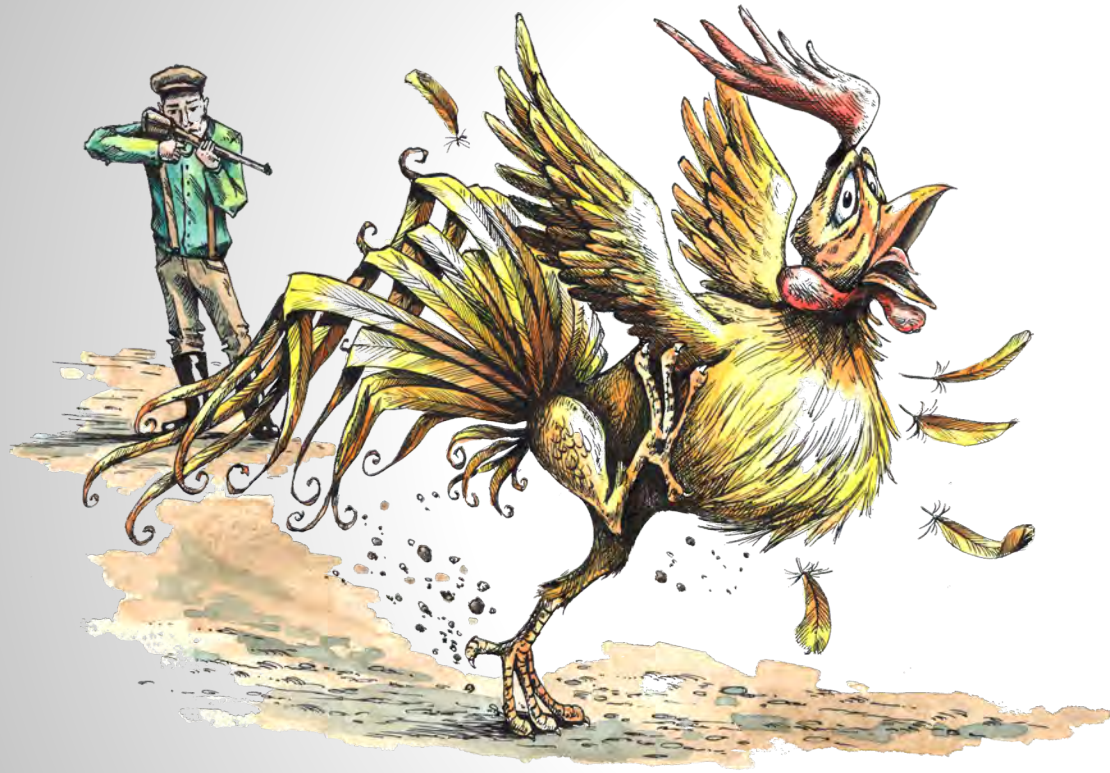


“”OK”, said the swallow,
“Good luck to you stranger.

I don’t want to mess with
your personal things.

But please keep in mind that
you’re living in danger,

Until you succeed to develop
your wings.”



Along came the farmer, the
very next day.

The rooster fought bravely,
the battle was vicious.

Some call it unfair, but I
heard people say

That this coq-au-vin was
extremely delicious.



Along came the farmer, the
very next day.

The rooster faught bravely,
the battle was vicious.

Some call it unfair, but I
heard people say

That this coq~au~vin was
extremely delicious.

The End

FIXED MINDSET



GROWTH MINDSET





KNOWLEDGE

Work & Industry Specific Skills



GROWTH

Work & Industry Neutral Skills



Work & Industry Neutral Growth Skills



Work & Industry Neutral Growth Skills

**ATTENTION
MANAGEMENT**

CREATIVITY

**SOCIAL
INTELLIGENCE**

**CRITICAL
THINKING**

**PERSONAL
LEADERSHIP**



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CREATIVITY

SOCIAL
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**ATTENTION
MANAGEMENT**

CREATIVITY

**SOCIAL
INTELLIGENCE**

**CRITICAL
THINKING**

**PERSONAL
LEADERSHIP**





ATTENTION
MANAGEMENT

CREATIVITY

COMPLEX PROBLEM SOLVING

SOCIAL
INTELLIGENCE

CRITICAL
THINKING

SELF-
MANAGEMENT

ATTENTION
MANAGEMENT

CREATIVITY

**COMPLEX
PROBLEM
SOLVING**

**CRITICAL
THINKING**

SOCIAL
INTELLIGENCE

PERSONAL
LEADERSHIP

ATTENTION
MANAGEMENT

CREATIVITY

CONFLICT

SOCIAL
INTELLIGENCE

MANAGEMENT

CRITICAL
THINKING

PERSONAL
LEADERSHIP

A diagram consisting of five circles arranged in a pentagonal pattern. The central circle is labeled 'CONFLICT MANAGEMENT' in dark gray. The other four circles are positioned around it: 'ATTENTION MANAGEMENT' (top-left, light gray), 'CREATIVITY' (top-right, orange), 'CRITICAL THINKING' (bottom-right, blue), and 'PERSONAL LEADERSHIP' (bottom, light gray). The circles for 'CREATIVITY', 'CRITICAL THINKING', and 'SOCIAL INTELLIGENCE' have colored outlines, while the others are light gray.

ATTENTION
MANAGEMENT

CREATIVITY

**CONFLICT
MANAGEMENT**

**SOCIAL
INTELLIGENCE**

**CRITICAL
THINKING**

PERSONAL
LEADERSHIP

ATTENTION
MANAGEMENT

CREATIVITY

RESILIENCE & ADAPTABILITY

SOCIAL
INTELLIGENCE

CRITICAL
THINKING

PERSONAL
LEADERSHIP

A diagram consisting of five circles arranged in a circle around a central text. The top-left circle has a green border and contains the text 'ATTENTION MANAGEMENT' in green. The top-right circle has a light gray border and contains the text 'CREATIVITY' in light gray. The bottom-left circle has a light gray border and contains the text 'SOCIAL INTELLIGENCE' in light gray. The bottom-right circle has a light gray border and contains the text 'CRITICAL THINKING' in light gray. The bottom-center circle has a yellow border and contains the text 'PERSONAL LEADERSHIP' in yellow. In the center of the diagram, between the circles, is the text 'RESILIENCE & ADAPTABILITY' in dark gray.

**ATTENTION
MANAGEMENT**

CREATIVITY

**SOCIAL
INTELLIGENCE**

**RESILIENCE &
ADAPTABILITY**

**CRITICAL
THINKING**

**PERSONAL
LEADERSHIP**

ATTENTION
MANAGEMENT

CREATIVITY

LEADERSHIP

SOCIAL
INTELLIGENCE

CRITICAL
THINKING

PERSONAL
LEADERSHIP



A central diagram with the word "LEADERSHIP" in the middle, surrounded by five colored circles, each containing a skill. The circles are: a green circle at the top-left with "ATTENTION MANAGEMENT", an orange circle at the top-right with "CREATIVITY", a blue circle at the middle-right with "CRITICAL THINKING", a yellow circle at the bottom with "PERSONAL LEADERSHIP", and a purple circle at the middle-left with "SOCIAL INTELLIGENCE".

**ATTENTION
MANAGEMENT**

CREATIVITY

LEADERSHIP

**SOCIAL
INTELLIGENCE**

**CRITICAL
THINKING**

**PERSONAL
LEADERSHIP**

**ATTENTION
MANAGEMENT**

CREATIVITY

INNOVATION

**SOCIAL
INTELLIGENCE**

**CRITICAL
THINKING**

**PERSONAL
LEADERSHIP**

ATTENTION
MANAGEMENT

CREATIVITY

INNOVATION

SOCIAL
INTELLIGENCE

**CRITICAL
THINKING**

PERSONAL
LEADERSHIP



A diagram illustrating the components of innovation. At the center is the word "INNOVATION" in bold, dark gray capital letters. Surrounding it are five circles, each containing a component name. The circles are arranged in a pentagonal pattern. The top-left circle is light gray with a gray border and contains "ATTENTION MANAGEMENT" in gray. The top-right circle is white with an orange border and contains "CREATIVITY" in orange. The middle-right circle is white with a blue border and contains "CRITICAL THINKING" in blue. The bottom circle is light gray with a gray border and contains "PERSONAL LEADERSHIP" in gray. The middle-left circle is light gray with a gray border and contains "SOCIAL INTELLIGENCE" in gray.

ATTENTION
MANAGEMENT

CREATIVITY

INNOVATION

SOCIAL
INTELLIGENCE

**CRITICAL
THINKING**

PERSONAL
LEADERSHIP

**ATTENTION
MANAGEMENT**

CREATIVITY

INNOVATION

**SOCIAL
INTELLIGENCE**

**CRITICAL
THINKING**

**PERSONAL
LEADERSHIP**

ATTENTION
MANAGEMENT

CREATIVITY

INNOVATION

**SOCIAL
INTELLIGENCE**

**CRITICAL
THINKING**

**PERSONAL
LEADERSHIP**

**ATTENTION
MANAGEMENT**

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INNOVATION

**SOCIAL
INTELLIGENCE**

**CRITICAL
THINKING**

**PERSONAL
LEADERSHIP**

HUMAN RESOURCES

COACHING

**LEARNING &
DEVELOPMENT**



SALES

**MARKETING &
COMMUNICATION**







WINGS ARE A MINDSET





the 'hidden curriculum'

A woman with dark, curly hair and her eyes closed stands with her arms outstretched. She is wearing a white dress with a vibrant floral pattern in shades of red, orange, and brown. Superimposed on her arms and torso are white, hand-drawn outlines of large, bat-like wings. The background is a dramatic sky with dark, heavy clouds at the top and a lighter, teal-colored horizon line. The overall mood is ethereal and expressive.

the 'hidden curriculum'



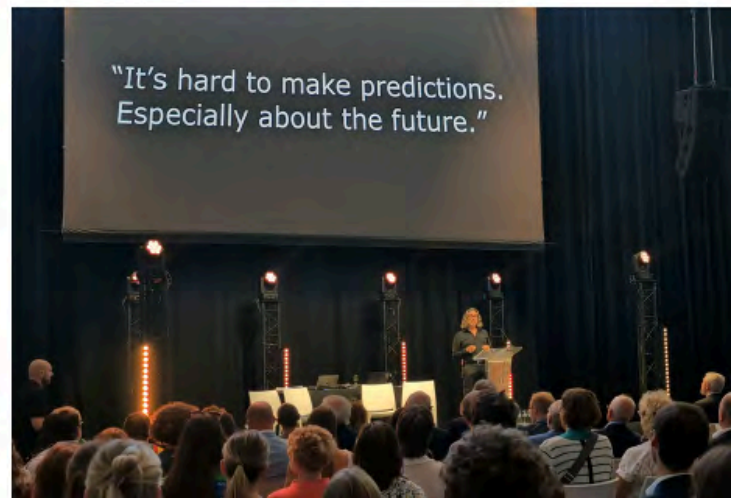
**ATTENTION
MANAGEMENT**

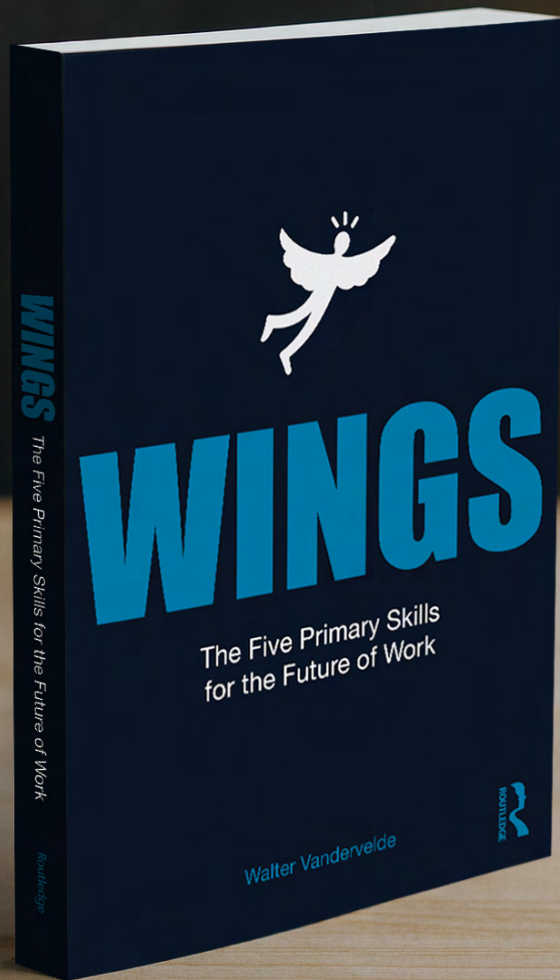
CREATIVITY

**SOCIAL
INTELLIGENCE**

**CRITICAL
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**PERSONAL
LEADERSHIP**





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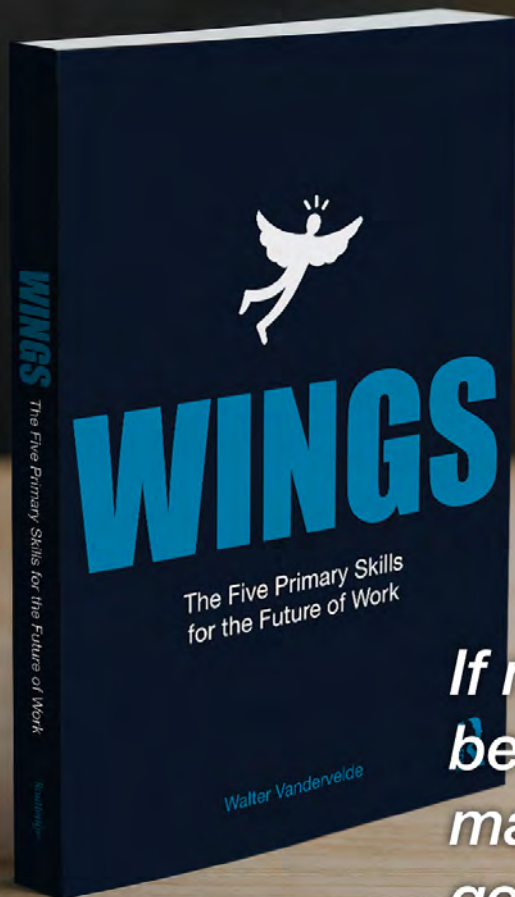
By walter vanderveide

[→ Switch to GPT-5 \(creator's recommended model\)](#)

Your smart companion for developing the five Work and Industry Neutral Growth Skills. Whether you're growing your own mindset or bringing WINGS into your team, school or organisation: WINGS.AID is here to guide you.

+ Ask anything





If machines are getting better at being machines, maybe it's time for us to get better at being human.

