

**Social skills for the new organizations** (pp. 585-602)

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Social skills are becoming increasingly important for new organizations. This article presents some present-day contexts that require stronger interactive and relational resources from workers. The first is the rapid and unpredictable interactive change in organizations that demand enhanced technical competences and social skills. Likewise, new technologies, the importance of teams and collective decision making have continued to expand and have made the competence and the ability to communicate more necessary and complex. Besides, in current approaches to organizational health and healthy organizations, social skills constitute essential mechanisms. Moreover, the competitive dynamics present in organizations has created a multitude of contexts that can act as risk factors for the health of workers and organizations. In this situation, social skills have served as factors promoting balance and recovery. Finally, new organizations are characterized by their intercultural, global, and virtual nature, which makes it necessary to develop and learn new social skills.