



**One final takeaway is that skills, not degrees or job titles, are becoming the true markers of potential. Skills-based hiring is on the rise, and the study suggests it could expand the global talent pool for AI-related roles by over eight times.**

SHAMS RASHID TONMOY

Artificial intelligence (AI) isn't just changing how we work; it's reshaping what skills are in demand, which jobs will grow, and how careers will evolve. Whether you are looking for your next role or aiming to stay ahead in your current one, adapting to this shift is no longer optional - it's mandatory. A new study from LinkedIn and Access Partnership, titled 'AI and the Global Economy: Unlocking Growth and Reshaping Work', offers interesting insights for job seekers and professionals navigating this new landscape.

According to the study, generative AI (GAI) tools that can create content, code, design, and analyse data are being rapidly adopted by companies across sectors. In fact, 76% of businesses that have integrated GAI report major time savings. But more interestingly, the majority are not just using AI to automate routine tasks; they are using it to unlock innovation, spark creativity, and fuel business growth. So, what does this mean for your career?

First, AI literacy is quickly becoming a must-have skill. You don't need to be an engineer or data scientist, but understanding how to use tools like ChatGPT or Microsoft Copilot is increasingly expected. As per the report, job postings that mention AI literacy skills have increased more than six times over the past

year. And two-thirds of business leaders now say they would not hire someone who lacks basic AI skills. The good news? These tools are accessible, and learning how to use them does not require a degree, just curiosity and practice.

However, being AI-literate alone is not enough. People skills are rising in value. While AI handles more of the technical and operational workload, human qualities like communication, leadership, problem-solving, and emotional intelligence are what make the real difference. The study found that eight out of the top ten fastest-growing skills on LinkedIn are actually people skills. In other words, soft skills are now hard currency.

Interestingly, this tech wave isn't expected to wipe out jobs; it could actually expand them. The report states that two-thirds of businesses using GAI plan to increase headcount, especially for roles involving creativity, strategy, and customer interaction. AI is freeing up time and opening new possibilities, and companies are looking to hire people who can capitalise on that potential.

For professionals early in their careers or those exploring new directions, it is worth noting that many entry-level roles are highly exposed to AI disruption. Positions like administrative assistant, legal associate, and customer service agent are likely to change significantly, according to the research. This

does not mean these jobs will disappear, but they will require new skills. If your role involves repeatable, routine tasks, it is especially important to start exploring how you can upskill or pivot.

And here's where agility matters most. By 2030, the report projects that 70% of the skills used in current jobs will have changed. That is a staggering shift. The professionals who thrive won't be the ones who resist change; they will be the ones who embrace learning, stay curious, and evolve.

One final takeaway is that skills, not degrees or job titles, are becoming the true markers of potential. Skills-based hiring is on the rise, and the study suggests it could expand the global talent pool for AI-related roles by over eight times. For job seekers, this is great news. It means your ability to demonstrate what you can do is becoming more important than where you studied or what your last job was called.

The bottom line? Whether you are job hunting or aiming to stay competitive in your current role, now is the time to invest in yourself. Explore AI tools, build your digital literacy, and polish your communication, leadership, and creative thinking abilities. The AI revolution is well underway, and those who upskill today will be tomorrow's front-runners.

If you are looking to future-proof your career, the best time to start is now.

ILLUSTRATION: SHAMS RASHID TONMOY

## ChatGPT adds new 'study mode'

NEXT STEP DESK

OpenAI has launched a new 'study mode' for ChatGPT, intended to guide students through learning rather than directly providing answers. The feature is now available to all users, including free accounts.

Instead of giving direct answers,

Study Mode uses interactive prompts and techniques like Socratic questioning to encourage critical thinking, says OpenAI. The feature assesses a student's knowledge level through initial questions, then adapts explanations by breaking complex topics into manageable parts while incorporating knowledge checks to reinforce understanding.

Developed in collaboration with educators and learning scientists, OpenAI says that Study Mode incorporates research-based teaching methods. OpenAI also acknowledges the current version has limitations, as it relies on system instructions

rather than being fully integrated into the AI model, which may lead to inconsistencies. The company plans to refine the feature based on user feedback, with future improvements including more personalised learning, progress tracking, and better visual explanations for complex concepts.

**Atlassian CEO fires 150 employees in pre-recorded home video**

NEXT STEP DESK

Australian software company Atlassian is laying off 150 employees, with AI set to take over many customer service roles. The announcement came via a pre-recorded video from CEO Mike Cannon-Brookes, filmed in his home office.

In the video announcement, it was stated that impacted staff will receive six months' pay, though their laptops were reportedly disabled within minutes of the announcement. However, because no names were specified, affected workers were left waiting anxiously for follow-up emails about their fate.

The mass firing comes just months after the billionaire "climate activist" spent \$75 million on a private jet.

Cannon-Brookes previously admitted the purchase gave him "deep internal conflict", but argued he needed it for security and to be a "present dad" while running a global business from Australia.

The cuts highlight a growing tension in tech, in which OpenAI's Sam Altman recently predicted AI will soon handle customer service better than humans. Employees around the globe face an uncertain future as companies rush to automate jobs.

While Atlassian's blog claims these "hard decisions" were made with "heart and balance", critics point to the stark contrast between lavish executive spending and sudden job cuts.



## Jaguar Land Rover CEO to retire

NEXT STEP DESK

Adrian Mardell, the CEO of Jaguar Land Rover (JLR), will retire after three years in the role and more than three decades with the British automaker. A company spokesperson confirmed his departure last week, stating that a successor will be announced later.

Mardell, 64, was appointed CEO of JLR in November 2022 after serving as Chief Financial Officer since June 2019, where he oversaw financial management and shareholder value creation. With 35 years of financial experience at JLR since joining in 1990, Mardell previously held roles including Deputy CFO, Operations Controller, and Chief Transformation Officer.

During Mardell's tenure, JLR achieved its highest profit in a decade, cleared £5 billion (\$6.6 billion) in debt, and posted record operational performance. He also led JLR's transition into an all-electric luxury brand, though the move faced criticism.

The announcement comes as JLR navigates challenges, including a recent one-month pause in US exports. Mardell's retirement was reportedly planned and unrelated to recent pressures, including job cuts and declining sales. JLR employs over 30,000 workers in the UK, with major facilities in Coventry, Solihull, and Merseyside.



## Is stress stopping your career from thriving?

SHAMS RASHID TONMOY

For years, workplace stress has been considered an unavoidable part of professional life. But according to ADP Research Institute's 'People at Work 2025' report, that narrative is shifting. While high levels of stress have declined significantly since the pandemic, most workers are still not thriving. Instead, many are stuck in a middle zone of emotional fatigue, low motivation, and limited fulfilment.

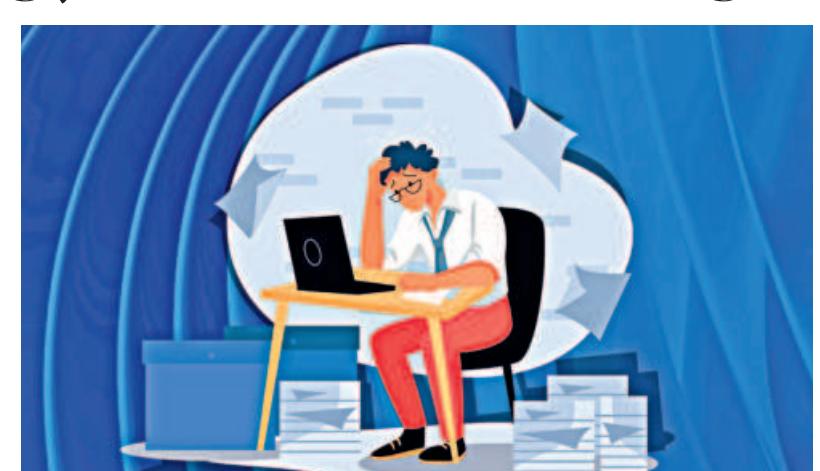
So, what does this mean for job seekers and professionals? The findings offer timely lessons about what it takes to succeed and stay well in today's working world.

Just 7.5% of workers reported experiencing high levels of negative stress every day in 2024, down from 15% the previous year. Yet, the percentage of 'thriving' workers, i.e. those who find their work rewarding and energising, has also dropped. Instead, more workers now fall into the 'rattled' category, where they experience a mix of good and bad days without real momentum.

In other words, less stress does not automatically lead to more happiness. And for many professionals, especially younger ones, this uncertain middle ground can lead to a stalled career.

ADP researchers classify workers into three types based on how they respond to stress. Thriving workers are engaged, productive, and motivated by challenges. Overloaded workers are burnt out and underperforming. Rattled workers are coping, but not reaching their full potential.

If you are job hunting or considering a new direction,



understanding these categories is important. Choosing a company that actively supports well-being and stress management could make all the difference in your long-term success.

One surprising finding in the study is how much the feeling of being watched or judged can affect well-being. In 2024, nearly one in three workers said they felt judged for using flexible work options. Those who felt monitored by their manager were 3.3 times less likely to thrive.

This matters because even where hybrid or remote work is available, the culture around flexibility can create hidden stress. If you are exploring a new role, it is worth asking not only about policies, but also about how they are received and supported in practice.

Stress levels also vary with age. Workers aged 18 to 26 in North America reported the highest levels

## JOBS SPOTLIGHT

BRAC

Officer, Social Empowerment and Legal Protection

 brac

Deadline: August 9

Eligibility:

• Master's degree in a relevant discipline, with sound knowledge of community mobilisation, group formation, meeting facilitation, and livelihood support.

Minimum experience: N/A

United

International University (UIU)



Laboratory Officer, School of Life Sciences

Deadline: August 10

Eligibility:

• Bachelor's degree in Pharmacy from a reputed university with minimum CGPA 3.00 out of 4.00.

Minimum experience: 1-3 years

Asset

Developments & Holdings Ltd.



Manager, Sales & Marketing

Deadline: August 16

Eligibility:

• Graduation from a recognised university with prior experience in sales and marketing.

Minimum experience: 5-7 years

The Institute of Cost and Management Accountants of Bangladesh (ICMAB)



System Support Engineer

Deadline: August 14

Eligibility:

• Bachelor's degree (at least 2nd class or CGPA 3.25) in Computer Engineering with expertise in C#, .NET, .NET Web API, SQL Server, testing methods, and debugging processes.

Minimum experience: 3 years

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**"If you cannot yet do great things, do small things in a great way."**

NAPOLEON HILL



of moderate stress and the lowest levels of low stress. In contrast, workers aged 55 to 64 in Europe and Latin America reported far lower stress levels. Younger professionals may need more support, mentoring, and realistic expectations to build confidence and resilience.

Finally, the report finds a clear link between well-being and retention. Thriving workers are less likely to be job hunting, while overloaded workers are far more likely to be planning a move. If your role consistently leaves you drained, it might not be a temporary slump. It could be a sign to change paths.

The takeaway? Do not just look for roles that offer flexibility or a competitive salary. Prioritise workplaces where you feel trusted, valued, and able to grow. Because in today's world of work, avoiding burnout is not enough. The real goal is to thrive.