**Semester 1 HRD (Developing the Reading Skills)**

**Introduction**

Definitions of reading and reading literacy have changed over time to reflect changes in society. Reading is no longer considered an ability acquired only in childhood. Instead, it is viewed as an expanding set of knowledge, skills and strategies that individuals build on throughout life in various contexts, through interaction with their peers and the wider community. The massive growth in the use of computers and technological devices has moved literacy skills into a digital domain that requires a range of new and different skills than were needed 20 years ago.

Reading is an important activity in which not only teachers have to deal, but all workers in other different fields. Most of knowledge is obtained from written source such as books, newspapers, articles, magazine, and even online news.

In-service professional development:

No matter how good pre-service training is, employees cannot be prepared for all the challenges they will face throughout their careers. Effective professional development includes training, practice and feedback, and provides adequate time and follow-up support. There is a growing interest in developing schools as learning organisations, and in ways for teachers to share their expertise and experience more systematically.

* [**Lifestyle Choices for Employees to Elevate Their Work-Life**](https://blog.vantagefit.io/lifestyle-choices/)

HR can introduce employees to wellness computer applications for any physical activity like walking, running, participating in a fitness challenge, etc. An employee can also track other health and wellness activities like counting calories, reading, swimming, meditation, etc. Reading is a holistic approach and its benefits contribute to the health and wellness of the employees.

* **Why should employees read?**

Reading skills can help employees to perform and communicate better at work. The more you read, the more knowledgeable you become and the subject reflects your career. For a well-read employee, knowledge comes in handy even in the most critical time of business.

[A recent study](https://source.wustl.edu/2014/07/expecting-to-teach-enhances-learning-recall/) in the journal Memory & Cognition discussed the effect of reading with intention and purpose. According to the study, benefits of reading can significantly affect learning and that it positively alters the mindset. Without cultivating the habit of reading, your outlook becomes brittle, and relationships will lower with co-workers.

In fact, most successful people do not just read for pleasure—they read to learn. Reading is a boosting factor for employees' self-confidence and cognitive abilities. It allows employees to embrace new perspectives and look into problems from different angles.

Improves Intellectual Wellness

An Intellectual person is someone who is more perceptive and responds empathically to human emotions. It gives them an advantage over most people who do not have such abilities. He who is intellectual is kind and open-minded, ready to accept challenges and support teammates at any cost. Intellectual wellness evolves through personal and professional development, cultural and community involvements, discovering hobbies and by being kind to nature and its surroundings.

Workplaces must make room for intellectual wellness; employers can create steps towards creating a library. Such efforts will benefit the employees in many ways, including expanding their knowledge and boosting morale and productivity.

Besides, an e-library, monthly newsletters by employees, or sharing the latest business articles to read will help develop intellectual wellness and growth.

1. **Reduces Stress and Anxiety**

[A study](https://www.takingcharge.csh.umn.edu/reading-stress-relief) at the University of Sussex found that reading reduces stress by up to 68%. It works better than other relaxation methods, such as listening to music or drinking a hot cup of coffee.

Reading helps the worker find better ideas, workflow and increase productivity. Reading the news may not be the best choice if it makes you anxious. However, choosing the right book according to your mood can effectively reduce stress or [anxiety](https://blog.vantagefit.io/dealing-with-work-anxiety/).

Surprisingly, it also improves concentration. Reading only six minutes per day can also reduce your stress level by more than two-thirds.

1. **It makes you more Empathetic**

Reading helps to understand complex human emotions. A study found that individuals who read for 30 minutes a week develop a stronger sense of empathy.

[Empathy](https://blog.vantagecircle.com/empathy-in-the-workplace/) is one skill that employers look for while hiring their employees. Neuroscientists have suggested that you can look to the library for solutions. Reading helps people develop empathy, theory of mind, and develop critical thinking.

Empathetic employees value others’ emotions and support one another more often at work. It helps in encouraging diversity, developing compassion, and creating a better work culture.

1. **Improves Vocabulary**

Reading exposes one to language skills, new words, and meanings. The application of better terms can help you excel in many projects at work.

Today, soft skills are as crucial as hard skills to crack your dream job. Reading improves your professional skills and makes you presentable.

1. **Reading Improves Communication Skills.**

Reading improves the ability to communicate effectively and allows better articulation of thoughts.

Communication helps employees achieve success with greater team spirit. It improves the ability to make a point, as [communication](https://blog.vantagecircle.com/improve-workplace-communication/) is the central component in the professional world.

1. **Makes one a Better Leader**

Innovation and creativity are not like an apple falling from a tree. Every visionary leader today is endowed with the skill of reading and learning.

People like **Warren Buffet**, CEO of Berkshire Hathaway, spend most of their day reading and recommend reading 500 pages a day. **Elon Musk,** CEO of SpaceX, says he learned how to build rockets by reading books. However, business visionaries who possess the virtues of reading always recommend nonfiction. **Buffet** recommended [19 nonfiction](https://www.businessinsider.in/strategy/21-books-billionaire-warren-buffett-thinks-everyone-should-read/articleshow/55214703.cms#limping-on-water-by-phil-beuth-and-kc-schulberg-19) books in 2019. **Bill Gates** recommended [94 books](https://bookriot.com/bill-gates-book-recommendations/) throughout seven years.

Powerful ideas meet influential minds when they are constantly looking for the answers around. Every book you read takes you one-step closer to it.

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