

The skills that make you valued and/or irreplaceable in your workplace

Greg Whateley

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*Inspired by a short article - that flashed across the screen during an internet search – I read a short piece suggesting **judgement, leadership, and adaptability** were the three main skills (skillset) needed to be valued in your workplace. Pondering, I suggest they are fundamental – but there were additional skills such as **problem solving, reliability, communication, emotional intelligence, initiative, solid industry knowledge, collaboration, and continuous learning**.*

Judgement

You know when to escalate, when to act, when to ask questions, and how to balance competing priorities. The ability to judge the situation and act when required is not a simple skill – it takes a great deal of consideration and practice. The best operators I have seen in action are those that know exactly when to act, question and balance/manage an array of priorities and pressures. This usually requires considerable practice and experience.

Leadership

You take responsibility for outcomes, not just tasks. Leadership is many things – but at the heart of it all – it is about commitment to the cause (whatever that is) and being prepared to ‘stand up and counted’ so to speak and be prepared to lead from the front, the back – or anywhere in between. It often calls on a degree of courage.

Adaptability

You stay useful when priorities, tools, teams, or business conditions change. We all accept the notion that ‘the only constant is change’ – but in truth managing change can be incredibly challenging. It is easy to become ‘comfortable’ – and change often represents a degree of discomfort that needs to be met head on.

AND

Problem solving

The best workplace colleagues are those that know how to problem solve. Again, this can often require a degree of courage – but colleagues who can identify a problem and can bring about a solution (without damaging relationships along the way) are most effective and valued.

Reliability

If people around you know that you will ‘follow through’, meet deadlines and do what you say you will do – support and loyalty usually follow. Disappointing people - through lack of commitment or disinterest – is certainly no way to become valued and irreplaceable.

Communication

Valued members are able to explain ideas, expectations, risks, and decisions in a way others understand. So often a lack of clear explanation can lead to a range of doubts and insecurities in the workplace. Ideally you should be able to be clear in what you share – and demonstrate the ability to listen to others and absorb suggestions and input. Communication is a two-way process.

Emotional Intelligence

This is about being able to ‘read the room’, manage conflict, build trust, and work well with different personalities. This is by no means an easy task – and is often the ‘chink in the armour’ for many leaders, managers and collaborators.

Initiative

The ideal workforce colleague does not wait to be told everything – they notice what needs doing - and instigate action accordingly.

Solid industry knowledge

Understanding how your organisation (Sector) works, identifying what matters, and how you fit into the 'big picture' and the goals of the organisation are critical. This often takes experience and time – but it is incredibly important.

Collaboration

You make others positive, share knowledge, and help teams succeed - not just yourself. You build strong internal and external networks, which makes you a trusted connector and influence point.

Continuous Learning

You do not simply identify problems - you figure out practical, workable solutions. You keep improving your skills, especially as technology and workplace expectations change.

On reflection you become hard to replace when - people trust your judgment; rely on your execution; value your relationship; and know you can adapt as the work changes. Being irreplaceable is heart-warming – but does not mean you should remain static in the workplace – moving on to new and harder challenges is remarkably 'good for the soul' and your own sense of self.

Worth reading –

Leadership Styles – a starting point (2024) -

[6113ad_c482a119f6074198a97b17491e78dc7a.pdf](#)

Transformational leadership and the new reality (2025) -

[6113ad_94f769b047444a0082b26903741fa569.pdf](#)

Understanding Emotional Intelligence (EI) - and applying it to your leadership style and approach (2025) - [6113ad_688b923e84e44169b9420f3e8fd5d126.pdf](#)

What makes a good boss? (2025) - [6113ad_b93d1f028fb74fab8ddd969ce9e9ef5e.pdf](#)

Beware of micromanagement (2025) - [6113ad_f5925707b0ed44a1babbc124b7024f7b.pdf](#)

Five key employee qualities (2025) - [6113ad_d4bf95a5a6214bc78a8c1086b65f3976.pdf](#)

Emeritus Professor Greg Whateley is currently Executive Dean at the *Sydney International School of Technology and Commerce* (SISTC), Sydney, Parramatta and Dandenong. He has taught leadership and management for many years and written extensively.