

Gamification in Soft Skills Learning: A Literature-Based Design Proposal

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Abstract: *Soft skills, including communication, collaboration, and emotional intelligence, are essential competencies in today's rapidly evolving professional environments. However, conventional methods of soft skills training often fail to engage learners or ensure long-term retention. In response to these limitations, gamification has emerged as a promising pedagogical strategy that leverages game elements in non-game contexts to enhance learner motivation and behavior change. This paper synthesizes a decade of global and Indian literature to analyze how gamification has been used in soft skills development and proposes a structured design framework for gamified training modules. Using thematic synthesis and design-thinking methodology, the study outlines key game mechanics, learning objectives, and implementation pathways for scalable, interactive, and effective soft skills education. The proposed framework addresses motivation, emotional engagement, real-world applicability, and adaptability. It also discusses potential implementation challenges and suggests directions for future empirical validation.*

Keywords: Gamification, Soft Skills, Behavioral Training, Communication Skills, Instructional Design, Experiential Learning, Motivation Theory, Learning Engagement, Indian Education, Training Framework