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Architect 2035 Skills Matrix

Your Personal Career Readiness Workbook

Map your skills · Identify your gaps · Build your 2035 roadmap

10

Skill Domains

5

Competency Levels

6

Workbook Pages

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How to Use This Workbook

A step-by-step guide before you begin

This workbook is a practical career planning tool. It takes approximately 45–60 minutes to complete honestly. Work through each page in order. Use a pen or fill in your responses digitally.

The goal is not to feel good about where you are — it is to get clear about where you need to go, and build a realistic plan to get there.

THE 4 STEPS

01

Assess

Complete the Self-Assessment Matrix on Page 3. Rate your current competency level (1–5) for each of the 10 skill domains. Be honest — this workbook is for your eyes only.

02

Visualise

Plot your scores on the Future Skills Radar on Page 5. Draw your current profile and your 2035 target profile. The gap between them is your development opportunity.

03

Prioritise

Use the Skills Evolution Pyramid on Page 4 to understand which skills are foundational, intermediate, and advanced — and what that means for the order of your development.

04

Plan

Build your 12-Month Learning Roadmap on Page 6. Set specific, realistic development goals for each quarter and identify the resources you will use.

THE 5 COMPETENCY LEVELS

Level	Label	What it means for your daily practice
1	Unaware	You have not yet encountered this skill domain in your education or practice. You are starting from zero.
2	Aware	You understand what this skill domain involves and why it matters, but you have not yet developed any practical competency in it.
3	Developing	You have begun learning this skill and can apply it in basic situations, but need guidance and make frequent errors.
4	Competent	You can apply this skill independently and reliably in your professional work. Others sometimes ask for your guidance on it.
5	Expert	You are among the top practitioners of this skill in your professional context. You can teach it, advise on it, and innovate within it.

BEFORE YOU BEGIN — 3 RULES FOR AN HONEST ASSESSMENT

- 1

Rate where you ARE, not where you want to be.

Aspirational scores produce a false picture. The value of this workbook is in the honesty of the gap — not the flattery of the score.
- 2

Compare yourself to the professional standard, not your peers.

If your peer group all rate themselves Level 3 in AI Literacy but none of you have used an AI design tool on a real project, the true score is Level 2.
- 3

Return to this assessment every six months.

Your scores will change as you develop. Dating each assessment and keeping previous versions lets you track your growth — one of the most motivating things you can do.

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Skills Self-Assessment Matrix

Rate yourself honestly · Score 1–5 · Set your 2035 target

Your Name	Assessment Date	Career Stage (Student / Junior / Mid / Senior)

Skill Domain	My Current Level (1–5)	My 2035 Target (1–5)	Priority H / M / L	My First Learning Action
 AI Literacy · Using AI tools (Midjourney, ChatGPT, Spacemaker) in daily workflow · Writing effective prompts for architectural tasks · Critically evaluating and filtering AI-generated outputs · Understanding AI limitations and bias risks · Integrating AI ethically into professional practice	○ ○ ○ ○ ○ 1 2 3 4 5 Score: e.g. "I have experimented with one AI tool casually."	○ ○ ○ ○ ○ 1 2 3 4 5 Target: e.g. "I use AI daily across concept, documentation, and communication stages."	H M L Circle one	What is the ONE thing I will do first?
 Data Literacy · Reading and interpreting building	○ ○ ○ ○ ○ 1 2 3 4 5 Score:	○ ○ ○ ○ ○ 1 2 3 4 5 Target:	H M	What is the ONE thing I will do first?

Skill Domain	My Current Level (1–5)	My 2035 Target (1–5)	Priority H / M / L	My First Learning Action
performance data (EUI, lux, PMV) · Using energy simulation tools (EnergyPlus, IESVE, Climate Consultant) · Analysing urban and site data (heat maps, pedestrian flow, flood risk) · Conducting and interpreting post-occupancy evaluations · Presenting data clearly to non-technical clients	<i>e.g. "I know what EUI means but don't use it in design."</i>	<i>e.g. "I use performance targets to inform design decisions from day one."</i>	L Circle one	
 Computational Thinking · Breaking design problems into logical, rule-based components · Using Grasshopper or Dynamo for parametric modelling · Writing basic Python or JavaScript scripts for automation · Running design optimisation (Wallacei, Galapagos, or similar) · Working with BIM at Level 2+ and understanding digital twins	○ ○ ○ ○ ○ 1 2 3 4 5 Score: ____ <i>e.g. "I draw manually or use basic BIM without scripting."</i>	○ ○ ○ ○ ○ 1 2 3 4 5 Target: ____ <i>e.g. "I build parametric workflows for complex projects regularly."</i>	H M L Circle one	What is the ONE thing I will do first? _____
 Human-Centered Design · Conducting structured user interviews and observational studies · Applying inclusive and universal design principles · Facilitating participatory design workshops with communities · Integrating neuroscience and environmental psychology principles · Conducting accessibility reviews and walkthroughs	○ ○ ○ ○ ○ 1 2 3 4 5 Score: ____ <i>e.g. "I consider users intuitively but don't use formal research methods."</i>	○ ○ ○ ○ ○ 1 2 3 4 5 Target: ____ <i>e.g. "Every project includes structured user research from the brief stage."</i>	H M L Circle one	What is the ONE thing I will do first? _____
 Systems Thinking · Understanding buildings as nodes in urban and ecological systems	○ ○ ○ ○ ○ 1 2 3 4 5 Score: ____	○ ○ ○ ○ ○ 1 2 3 4 5 Target: ____	H M L	What is the ONE thing I will do first? _____

Skill Domain	My Current Level (1–5)	My 2035 Target (1–5)	Priority H / M / L	My First Learning Action
· Designing for circular economy and material recovery · Applying urban metabolism principles to site and district design · Quantifying and designing for ecosystem services · Reading and using smart city and urban data platforms	e.g. "I design at the building scale and rarely consider urban systems."	e.g. "I regularly model and respond to urban performance data in my designs."	Circle one 	
 Sustainability Skills · Calculating embodied carbon and operational carbon for projects · Applying passive design strategies across climate zones · Guiding clients through green building certification (LEED, BREEAM, IGBC, etc.) · Designing for climate adaptation (flood, heat, wildfire resilience) · Understanding material passports and circular construction	○ ○ ○ ○ ○ 1 2 3 4 5 Score: ____ e.g. "I am aware of LEED but have not pursued certification."	○ ○ ○ ○ ○ 1 2 3 4 5 Target: ____ e.g. "I lead carbon assessments and certification processes on projects."	H M L Circle one	What is the ONE thing I will do first?
 Communication Skills · Creating compelling visual narratives for design presentations · Writing clear, jargon-free client reports and proposals · Building and managing a professional digital/social media presence · Communicating effectively with engineers, planners, and non-architects · Presenting confidently to planning committees and community groups	○ ○ ○ ○ ○ 1 2 3 4 5 Score: ____ e.g. "My technical drawings are strong but client proposals are weak."	○ ○ ○ ○ ○ 1 2 3 4 5 Target: ____ e.g. "I win commissions through compelling proposals and strong presentation."	H M L Circle one	What is the ONE thing I will do first?
 Lifelong Learning · Maintaining a structured personal CPD plan with quarterly goals	○ ○ ○ ○ ○ 1 2 3 4 5 Score: ____ e.g. "I attend conferences	○ ○ ○ ○ ○ 1 2 3 4 5 Target: ____ e.g. "I complete 180+ hours of	H M L	What is the ONE thing I will do first?

Skill Domain	My Current Level (1–5)	My 2035 Target (1–5)	Priority H / M / L	My First Learning Action
· Using online platforms (Coursera, LinkedIn Learning, RIBA/AIA CPD) actively · Building and participating in professional learning communities · Practising reflective writing after each significant project milestone · Following frontier practitioners and translating insights to my practice	<i>occasionally but have no structured CPD habit."</i>	<i>active learning annually across all 10 domains."</i>	<i>Circle one</i> _____	

MY TOTAL CURRENT SCORE

Add up all 8 scores:

Total: ____ / 40**MY TOTAL 2035 TARGET SCORE**

Add up all 8 target scores:

Target: ____ / 40

The Skill Evolution Pyramid

Understanding which skills to build first — and why the order matters

Not all future skills are equal. Some must be built first because they make everything else possible. The Skill Evolution Pyramid shows you the three tiers of architectural skill development — from foundation through to advanced and leadership level.

Work bottom-up. If your foundation tier is weak, investing in the upper tiers will produce limited results. Architects who understand this sequence develop faster and with less frustration.



FOUNDATION LEVEL

AI Literacy

Understanding, directing, and critically evaluating AI tools in architectural practice

WHAT EACH LEVEL MEANS FOR YOUR DEVELOPMENT SEQUENCE

Foundation

*AI Literacy***Why this level matters:**

AI literacy is the foundation skill because it transforms how you do everything else. An architect who can effectively use and direct AI tools works faster, generates more options, and communicates more powerfully. It also helps you engage with data, computational tools, and research — the intermediate skills — more effectively.

→ **Action:** *If your AI Literacy score is below 3, prioritise it before investing heavily in the intermediate skills.*

Intermediate

*Data Literacy · Computational Thinking · Sustainability Skills***Why this level matters:**

These three skills are mutually reinforcing. Data literacy helps you evaluate computational outputs. Computational thinking helps you model sustainability performance. Sustainability skills give you meaningful targets for data-driven and computational design. Develop them together rather than in isolation.

→ **Action:** *If any of these three scores is below 2, address it before focusing on the advanced skills.*

Advanced

*Human-Centered Design · Systems Thinking***Why this level matters:**

These skills require the foundation and intermediate skills to be properly useful. Human-centred design research needs data literacy to interpret findings. Systems thinking needs computational tools to model complex urban interactions. Without the lower tiers, these become soft skills without analytical rigour.

→ **Action:** *If your foundation and intermediate scores average below 3, bring them up before deep-diving these.*

Apex

*Communication Skills · Lifelong Learning***Why this level matters:**

Communication and learning are not final-stage skills — they operate at all levels. But their highest-impact application is in multiplying the value of all the other skills: communicating your sustainability knowledge brilliantly, teaching AI workflows to your team, building your reputation as a systems thinker. At this level, they define career leadership.

→ **Action:** *Invest in communication and learning habits at every stage — but expect their biggest return once the lower tiers are solid.*

REFLECTION SPACE

Based on the pyramid, which level do I need to work on first? · What surprised me about my position?

Future Skills Radar

Plot your current profile · Draw your 2035 target · See the gap clearly

A radar chart gives you a visual picture of your skill profile across all eight domains. When you plot both your current score and your 2035 target on the same chart, the shaded gap between them becomes your development map.

Instructions: Using the scoring from Page 3, locate each domain axis on the chart below. Mark your current score (●) and your 2035 target score (◆) on each axis. Connect the dots for each to form two profiles — your current shape and your target shape.

ARCHITECT 2035 · FUTURE SKILLS RADAR

Scale: 1 = Centre · 5 = Outer Ring

Skill Domain	1	2	3	4	5	Plot & Reflect
AI Literacy						Now: 2035: Gap:
Data Literacy						Now: 2035: Gap:
Computational Thinking						Now: 2035: Gap:
Human-Centered Design						Now: 2035: Gap:
Systems Thinking						Now: 2035: Gap:
Sustainability Skills						Now: 2035: Gap:
Communication Skills						Now: 2035: Gap:
Lifelong Learning						Now: 2035: Gap:

●

 Current Level

(plot in blue)

◆

 2035 Target

(plot in gold)

RADAR REFLECTION — ANSWER THESE 3 QUESTIONS

1

What does the shape of my current profile tell me?

Is it balanced across all domains or concentrated in a few? What does that mean for my career vulnerability?

2

Where is the largest gap between my current score and my 2035 target?

This is your highest-leverage development opportunity. What is stopping you from closing this gap?

3

What would my ideal 2035 radar shape look like — and what career would it enable?

Describe the kind of architect you would be if you achieved your target across all domains.

12-Month Learning Roadmap

Your personal action plan for building the skills that matter most

Use your Skills Matrix (Page 3) and Radar (Page 5) to identify the two or three skill domains with the highest priority gaps. Assign each to a quarter. Set specific, achievable goals — not aspirations. Name the exact resource, tool, or action you will complete.

Rule: Every goal must have a measurable success metric. 'Learn more about sustainability' is not a goal. 'Complete the IGBC Green Homes Foundation course by March 31' is a goal.

Quarter	Skill Domain to Develop	Specific Goal	Resource / Tool / Course	Success Metric	Completed ✓
Q1 Jan – Mar	Goal 1				☐ Mark when done
	Goal 2				☐ Mark when done
Q2 Apr – Jun	Goal 1				☐ Mark when done

Quarter	Skill Domain to Develop	Specific Goal	Resource / Tool / Course	Success Metric	Completed ✓
Q3 Jul – Sep	Goal 2				☐ Mark when done
	Goal 1				☐ Mark when done
	Goal 2				☐ Mark when done
	Goal 1				☐ Mark when done
Q4 Oct – Dec	Goal 2				☐ Mark when done
	Goal 1				☐ Mark when done
	Goal 2				☐ Mark when done
	Goal 1				☐ Mark when done

FUTURE CAREER READINESS SCORECARD

Add up your total current score from the Self-Assessment Matrix on Page 3 and find your readiness level below.

Score	Readiness Level	What this means — and what to do next
8 – 16	Emerging	You are at the beginning of your future skills journey. The good news: awareness is step one. Use this workbook to create your first structured development plan. Focus on the Foundation tier (AI Literacy) immediately.
17 – 24	Developing	You have begun building future skills but have significant gaps. You are aware of what is changing and have made initial steps. Now you need a systematic development plan with specific quarterly goals and accountability mechanisms.
25 – 32	Future-Ready	You have solid competency across most skill domains and are already applying future skills in your professional practice. Your focus should be on closing remaining gaps and beginning to lead and teach others in the areas where you are strongest.
33 – 40	Leading	You are among the most future-ready architects in your professional context. Your development focus should be on deepening expertise in your two or three strongest domains to achieve true mastery — and on using your skills to influence the profession and the next generation.

My Current Total Score	My Readiness Level	My Assessment Date	Review Date (6 months)
/ 40		/ /	/ /

MY COMMITMENT STATEMENT

The one skill I commit to developing in the next 90 days is:

The specific action I will take this week to begin is:

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