Chapter 4
Career Decision Making
Pyramid of Information Processing

- **EXECUTIVE PROCESSING DOMAIN**
- **DECISION-MAKING SKILLS DOMAIN**
- **KNOWLEDGE DOMAIN**

**Thinking about my decision-making**

- **Knowing how I make decisions**
  - **Knowing about myself**
  - **Knowing about my options**
Presentation Overview

• Importance of knowing how to make good decisions
• Kinds of decision makers
• Career decision-making styles
• Problems in making decisions
• CASVE cycle
• Improving decision-making skills
Decision Making Is Important

- Indicator of our effectiveness in life
- Long-term implications of some decisions
- Others evaluate us by the way we make decisions
- As well as the outcomes of our decisions
3 Kinds of Decision Makers

- Decided
- Undecided
- Indecisive
Problems in Decision Making

- Personal
- Family
- Society
• Problem solving
  - Removing a Gap
  - Thinking or processing information
  - 4 steps: CASV

• Decision making
  - Broader concept
  - Includes additional CASVE steps: adds E and revisits C
  - Feelings & behaviors
CASVE Cycle

C

E

A

V

S
CASVE Cycle

- Communication
- Execution
- Analysis
- Valuing
- Synthesis
CASVE Cycle

Communication
Identifying the problem - the gap

Execution
Taking action to narrow the gap

Analysis
Thinking about alternatives

Valuing
Prioritizing alternatives

Synthesis
Generating likely alternatives
Communication

- Becoming aware of the gap
- Discomfort becomes greater than fear of change
- Assistance sought when resources are inadequate
Communication

Internal conditions:
1) Emotions
2) Avoidance behavior
3) Physiological state
Communication

External conditions:

• Event
• Significant Others
Analysis

• Clarify self-knowledge related to the gap
• Clarify occupational knowledge related to the gap
• Understanding how I make important decisions
• Understanding how my thinking influences choices
Analysis

Clarify self-knowledge

- What do I want?
- What have I learned from past experience, e.g. family, tests, etc.?
- What are my values, interests, and skills?
Clarify occupational knowledge

- What do I know about occupations or fields of study?
- Do I have an effective schema for understanding the world-of-work?
Analysis

• Understanding how I make important decisions:
  - Willingness to accept responsibility
  - Decision-making and learning styles

• Understanding how positive and negative thinking influences career choices
  - Self-awareness of how thoughts influence feelings and behavior
CASVE Cycle

Communication

Execution

Analysis

Valuing

Synthesis
What can I do to solve the gap?

Goal: Avoid missing alternatives, while not becoming overwhelmed with options
Expanding and Narrowing My Options

Synthesis Elaboration
• Brainstorming to expand list of possible options

Synthesis Crystallization
• Reduce list to 3 – 5 options
CASVE Cycle

1. **Communication**
2. **Execution**
3. **Analysis**
4. **Valuing**
5. **Synthesis**
Valuing

Judge the **costs** and **benefits** of each option to:

1) Oneself

2) Significant others, e.g., family

3) Cultural group

4) Community and/or society at large
Valuing

Ranking the Options

• What is a first choice and back-up choices?
• What is the best choice for me? Significant others? Cultural group?

Selecting a 1st Option

• To narrow the gap identified in the Communication phase
CASVE Cycle

- Communication
- Analysis
- Synthesis
- Valuing
- Execution
Execution

• Final phase—converting thoughts into action
• Formulate a goal and execute a plan for implementing a first choice
• Three activities: planning, trying out, applying
• For example, create a plan for reality testing in full-time or volunteer work; take classes or training
Communication

Review external demands & internal states

• Has the gap been closed?
• Have the negative emotions and physiological states improved?
• Am I taking action to achieve my goal?
CASVE Cycle

Knowing I Need to Make a Choice
Knowing I Made a Good Choice

Implementing my choice

Understanding myself & my options

Choosing an occupation or program of study

Expanding & narrowing my list of options
Improving Career Decision Making

• Understanding the process
  – It is an ongoing process, not an event
  – Problems in one phase can shut down or derailed the entire problem-solving process
  • Specifically, in the Communication, Valuing, and Execution phases
Improving Career Decision Making

- The process is a skill that can become almost automatic with continued practice and use.

- Remember: career problems are continuous, and you will likely repeat the cycle many times.
Improving Career Decision Making

- Improving Decision-Making Skills
  - Completing assessment instruments
    - Example: Career Thoughts Inventory (CTI)
  - Use guides/worksheets
    - Guide to Good Decision Making, Appendix F
  - Observing other successful decision makers
    - Conduct information interviews, read biographies
  - Reflect upon the steps in your own CASVE cycle