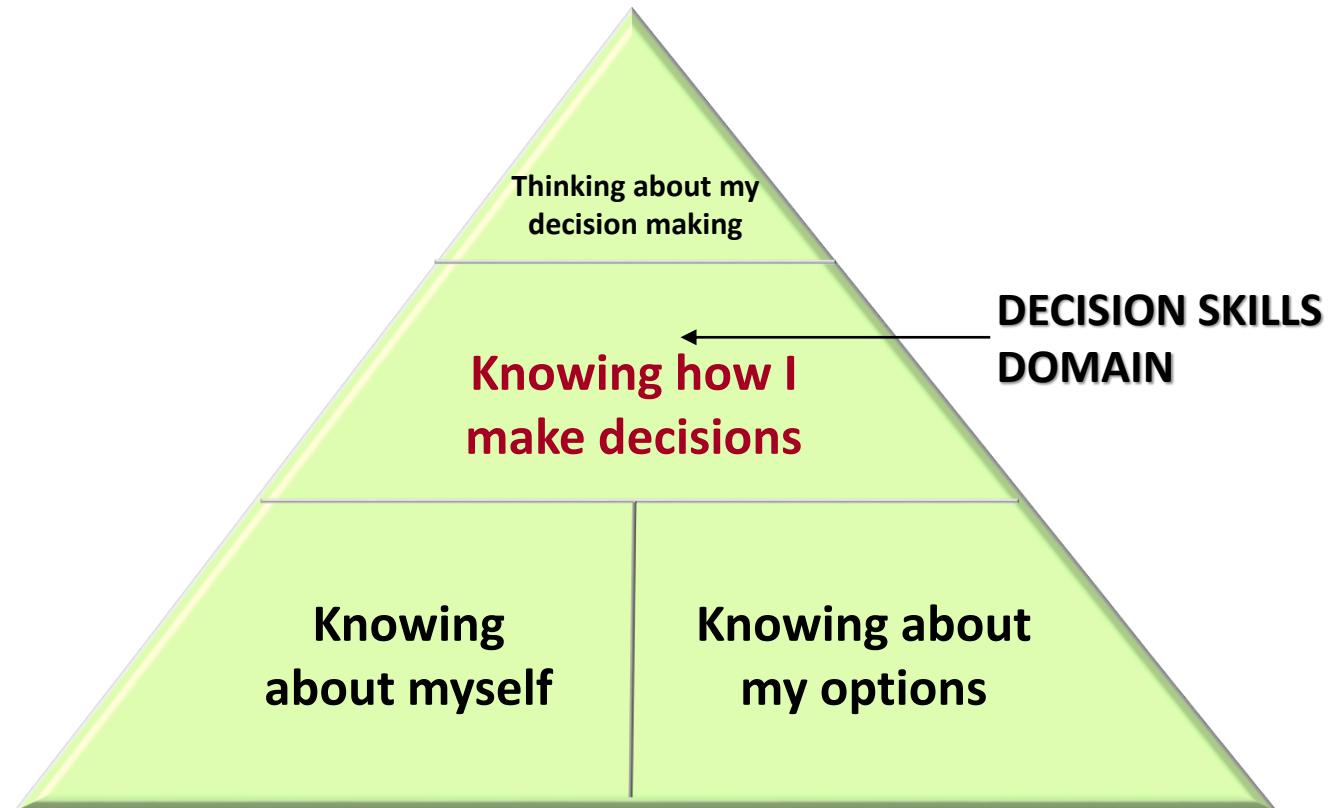


# Chapter 4

## Career Decision Making



# Pyramid of Information Processing



Decision-Making Skills—CIP Pyramid.

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# 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 how we make decisions
- As well as outcomes of our decisions

# 3 Kinds of Decision Makers

- Decided
- Undecided
- Indecisive



# Problems in Decision Making

- Personal
- Family
- Society





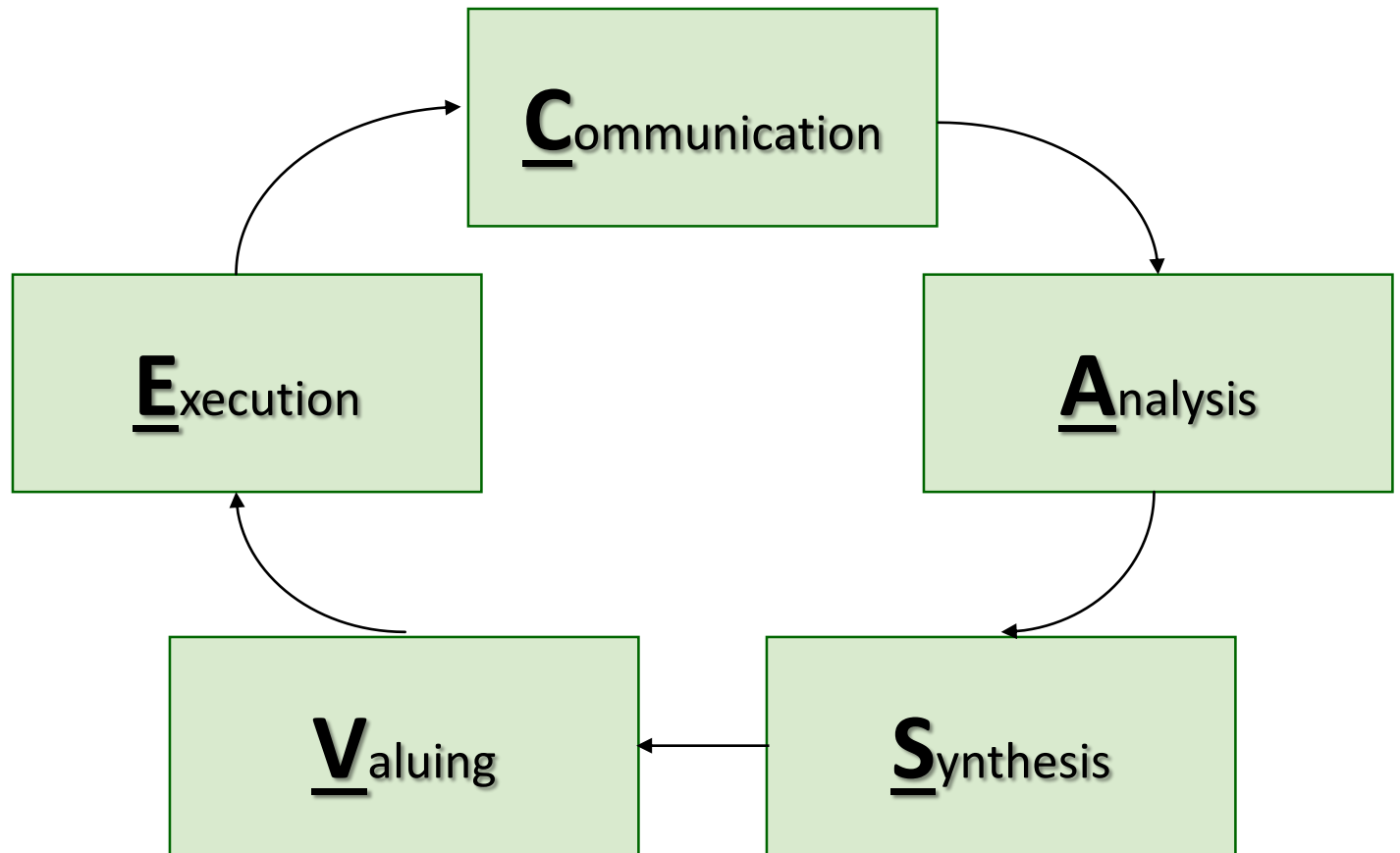


# Decision Making vs. Problem Solving

- Problem solving
  - Removing a gap
  - Thinking or processing information
  - 4 steps: CASV

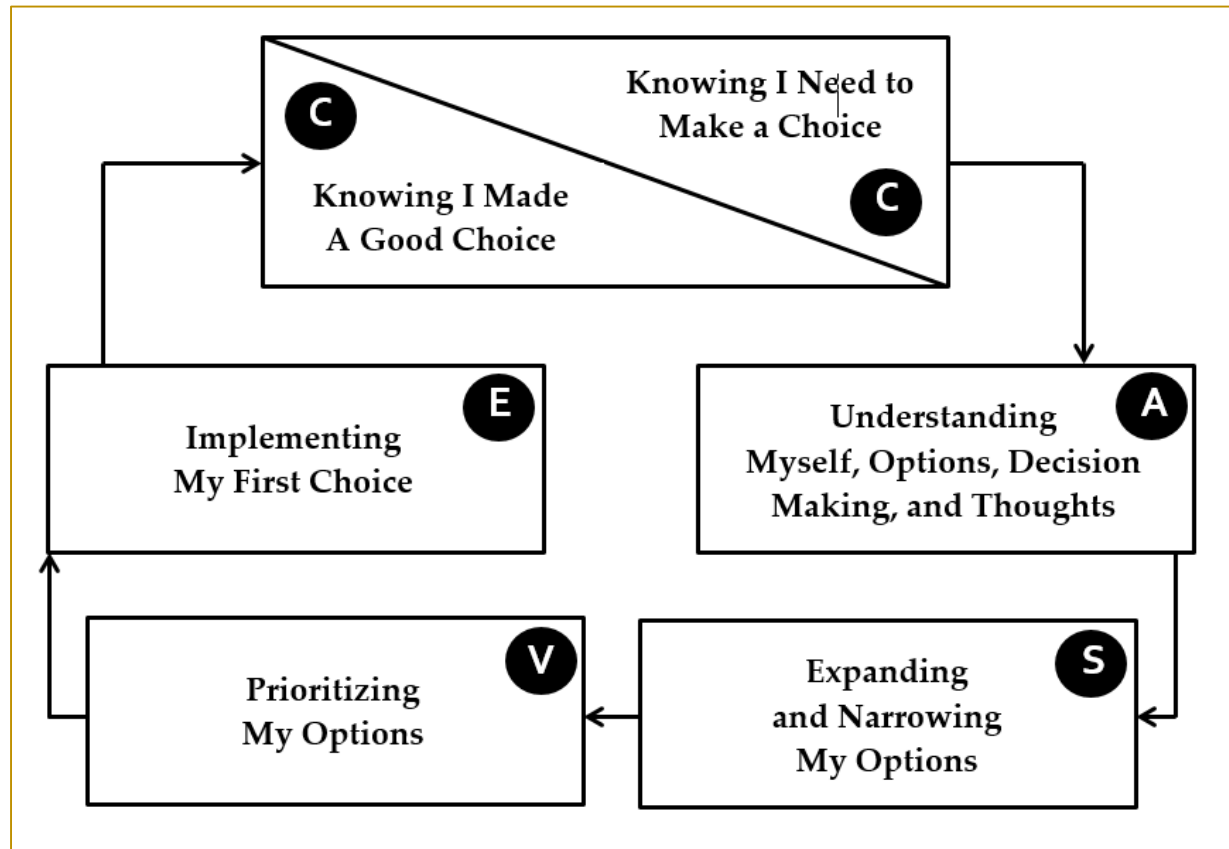
- Decision making
  - Broader concept
  - Includes additional CASVE steps—adds E and revisits C
  - Feelings and behaviors

# CASVE Cycle





# CASVE Cycle (Decision Making)



A vertical photograph of a forest path covered in brown leaves, with tall trees and sunlight filtering through the canopy on the left side of the slide.

# 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:

- 1) Event
- 2) Significant Others



# Analysis

- Clarify **self-knowledge** related to the gap
- Clarify **option knowledge** related to the gap
- Understanding how I **make important decisions**
- Understanding how **my thinking** influences choices



# Analysis

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





# Analysis

- Clarify option knowledge
  - What do I know about occupations, fields of study, or jobs?
  - Do I have an effective schema for understanding the world of work??



A vertical photograph of a forest path covered in fallen leaves, with tall trees and sunlight filtering through the canopy on the left side of the slide.

# 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

# Synthesis

What can I do to solve the gap?

**Goal:** avoid missing alternatives while not becoming overwhelmed with options





# Expanding & Narrowing My Options

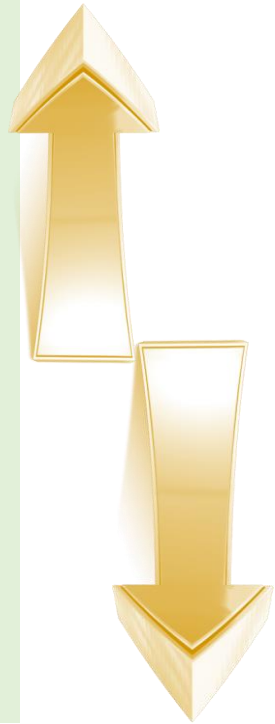
- Synthesis **Elaboration**
  - Brainstorming to expand list of possible options
- Synthesis **Crystallization**
  - Reduce list to 3 – 5 options



# Valuing

Judging 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

## Prioritizing options

First choice and back up choices  
What is the best choice for me?  
Significant others? Cultural group?

## Selecting a 1<sup>st</sup> option

Narrow gap identified in  
Communication phase







# Execution

- Final phase—converting thoughts into action
- Formulate goal and execute a plan for implementing your 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

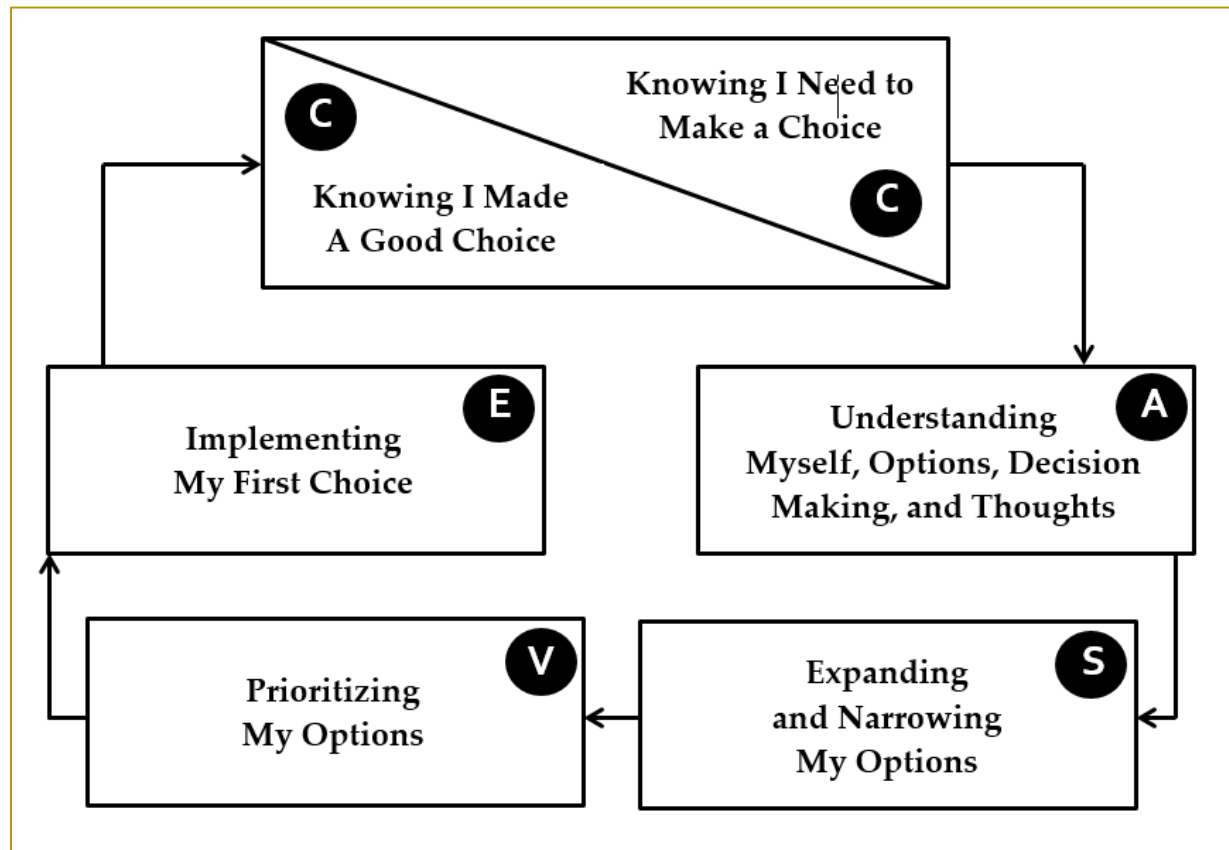
# Communication

Review external demands & internal states

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



# CASVE Cycle (Decision Making)







# Improving Career Decision Making

Decision making is an ongoing **process**, not an event

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

Problems in one phase can shut down or derail the entire problem-solving process

Remember: career problems are **continuous**, you will likely repeat the cycle many times

# Improving Decision-Making Skills

- Completing assessment instruments
  - e.g., Career Thoughts Inventory (CTI)
- Use guides/worksheets
  - *Guide to Good Decision Making, Appendix F*
- Observe other successful decision makers
  - Conduct information interviews, read biographies
- Reflect on where you are in the CASVE cycle

