Chapter 4

Career Decision Making
Pyramid of Information Processing

Thinking about my decision making

Knowing how I make decisions

Knowing about myself

Knowing about my options

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

- Communication
- Execution
- Analysis
- Valuing
- Synthesis
CASVE Cycle (Decision Making)

- **C**: Knowing I Need to Make a Choice
- **V**: Prioritizing My Options
- **E**: Implementing My First Choice
- **A**: Understanding Myself, Options, Decision Making, and Thoughts
- **S**: Expanding and Narrowing My Options
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??
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
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 1st 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)

Knowing I Need to Make a Choice

Knowing I Made A Good Choice

Implementing My First Choice

Understanding Myself, Options, Decision Making, and Thoughts

Prioritizing My Options

Expanding and Narrowing My Options
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