Negative Career Thoughts

• Some negative thinking is normal

• Too much negative thinking
  – makes career decision making more difficult
  – may cause you to avoid decisions that need to be made
CTI Total Score

• Identifies your total amount of negative career thoughts on the CTI

• Can suggest how much help you may need to make a good career decision

• “The Wall”
Amount of Negative Career Thoughts
CTI Scale Scores

- People vary in their negative career thoughts
- CTI scale scores
  - Decision-making confusion
  - Commitment anxiety
  - External conflict
- “The Uneven Wall”
Identifying the Nature of Negative Career Thoughts
Identifying the Nature of Negative Career Thoughts

- Decision-Making
- Confusion
- Commitment
- Anxiety
- External Conflict
Decision-Making Confusion

Difficult to begin or continue with career decision making due to
– negative feelings
– confusion about decision making
Commitment Anxiety

Difficult to commit to a specific career choice, along with strong worries about decision making
External Conflict

Difficult to balance the importance of your ideas with the importance of ideas of family members and friends, making a choice more difficult.
Improving Career Decision Making

Replacing **negative** career thoughts with more **positive** career thoughts leads to better choices
Impact of Positive and Negative Thoughts

Positive Thoughts
• Stay motivated
• Actively seek info
• Stay focused
• Think clearly about options
• Make good use of ideas from others
• Make good use of help when needed
• Follow through

Negative Thoughts
• Be discouraged
• Avoid taking action
• Be easily distracted
• Be confused about options
• Be overwhelmed with ideas from others
• Avoid getting help when needed
• Fail to follow-through
Improving Career Decision Making

Four steps to improving your career thoughts:

1) **Identify** - Become aware of your negative career thoughts

2) **Challenge** - Consider if these thoughts make sense and help you in making choices

3) **Alter** - If your thoughts are negative, then change these thoughts

4) **Act** - Take the action you need to make good career choices
“Red Flag” Words

• Make career thoughts more negative

• Examples: no, all, can't, never, whenever, and always.

• Make it more likely that your career thoughts are false

• Use these "red flags" to signal that you are thinking negatively
Brief Statements on CTI Items

• Show how negative thoughts complicate and interfere with your ability to make career decisions

• Provide information on how to better explore your career choices and make decisions
Individual Action Plan

• Break big decisions into small concrete steps

• The resources and activities that can help you to make a choice and act on your decision
Improving Your Ability to Make Good Decisions

**Recipe for Career Decisions**

<table>
<thead>
<tr>
<th>Ingredients</th>
<th>Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Knowledge about myself</td>
<td>1. Realize I need to make a choice</td>
</tr>
<tr>
<td>2. Knowing my options</td>
<td>2. Make sure I understand myself and my options</td>
</tr>
<tr>
<td>3. Knowing how I make decisions</td>
<td>3. Expand &amp; narrow my options (as needed)</td>
</tr>
<tr>
<td>4. Thinking about my decision making</td>
<td>4. Choose an occupation or field of study</td>
</tr>
<tr>
<td></td>
<td>5. Implement my choice</td>
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</tbody>
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**Knowing**                                **Doing**
Recipe for Career Decisions

**Ingredients**
1. Knowledge about myself
2. Knowing my options
3. Know how I make decisions
4. Thinking about my decision making

**Steps**
1. Realize I need to make a choice
2. Make sure I understand myself and my options
3. Expand & narrow my options (as needed)
4. Choose an occupation or field of study
5. Implement my choice

Knowing

Doing
What’s Involved In Career Choice

Thinking about my decision making

Knowing how I make decisions

Knowing about myself

Knowing about my options
A Guide To Good Decision Making

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

Implementing My Choice

Understanding Myself and My Options

Choosing An Occupation, Program of Study, or Job

Expanding and Narrowing My List of Options
Making Good Use of Support

Human service professionals and family and friends can help you
- understand and apply what you have learned.
- provide encouragement and assistance in taking action (IAP)
Thank You