

Use of the Career Thoughts Inventory

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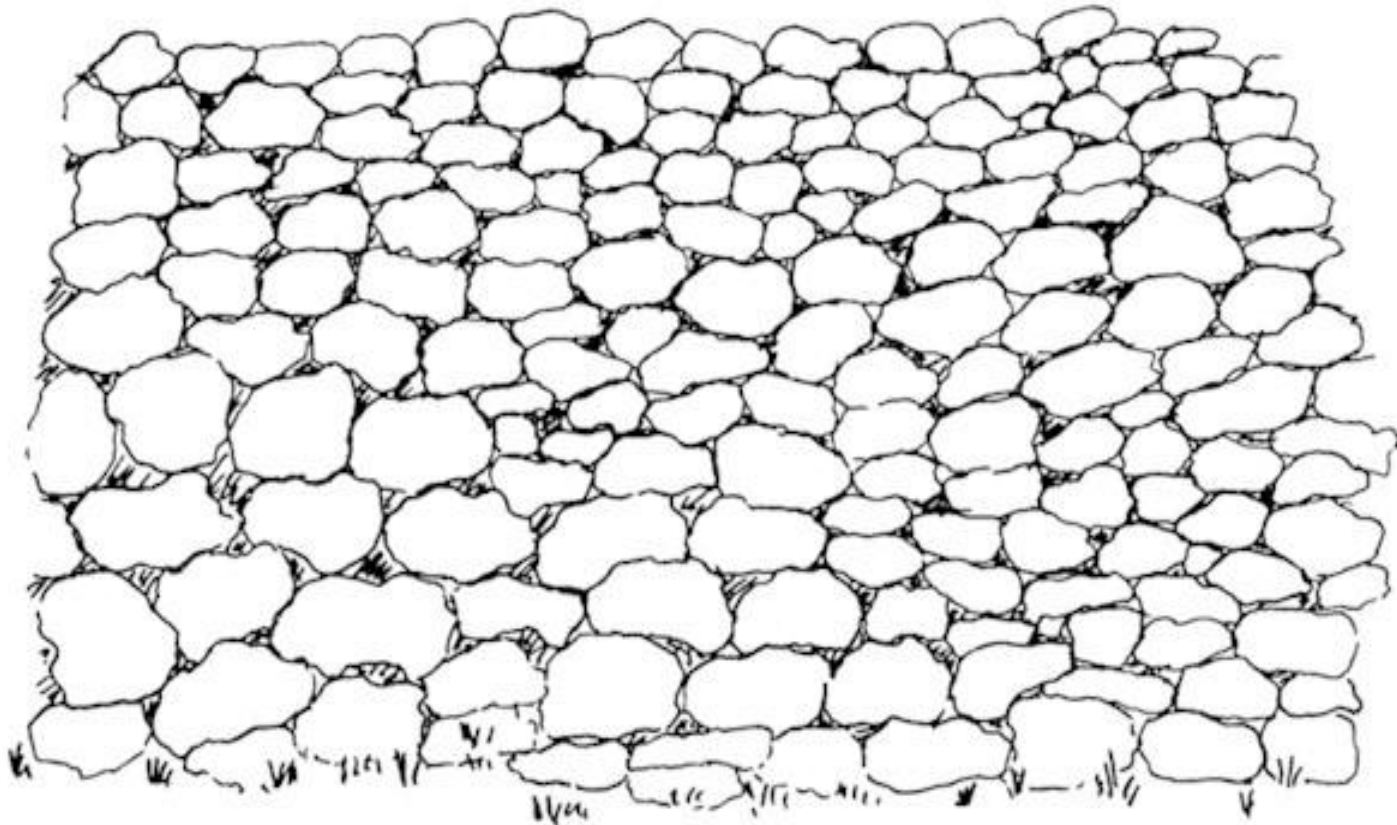
Negative Career Thoughts

- 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”

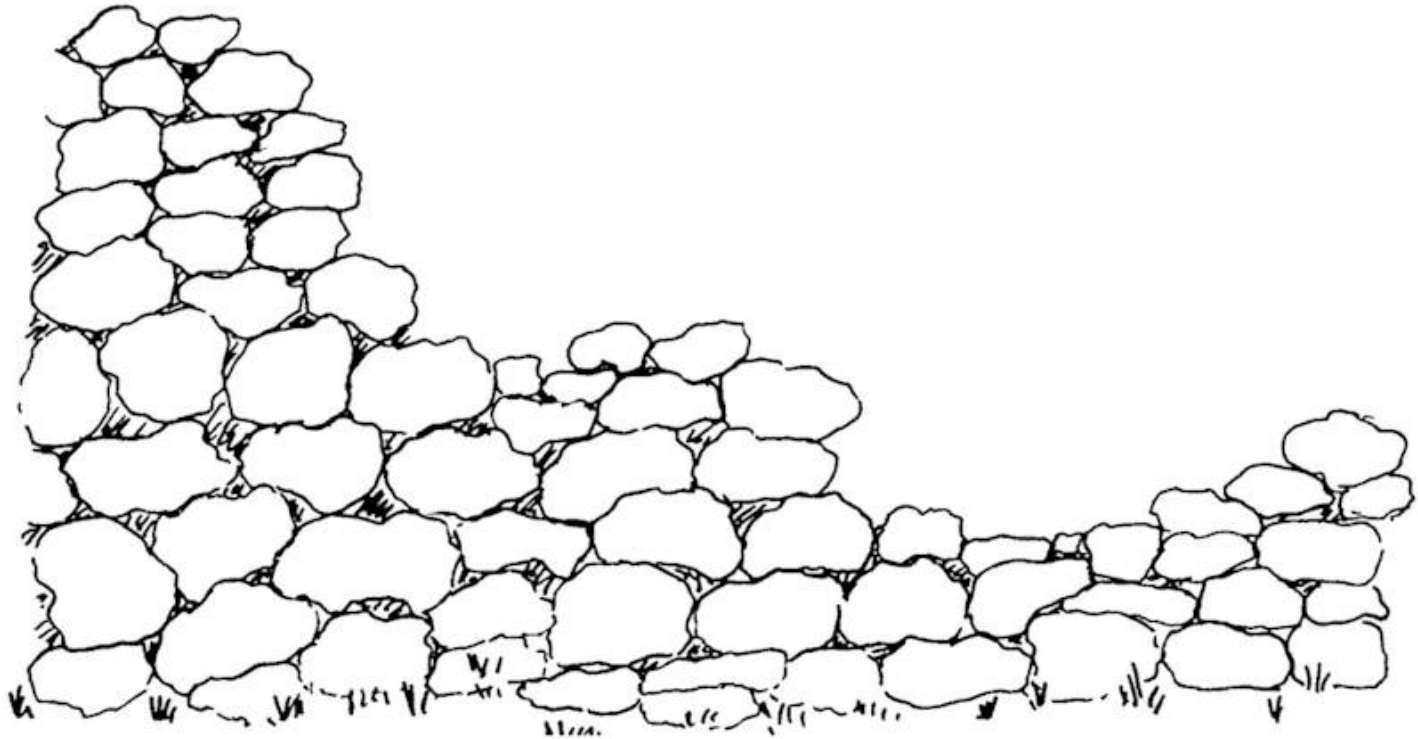
Amount of Negative Career Thoughts



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 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

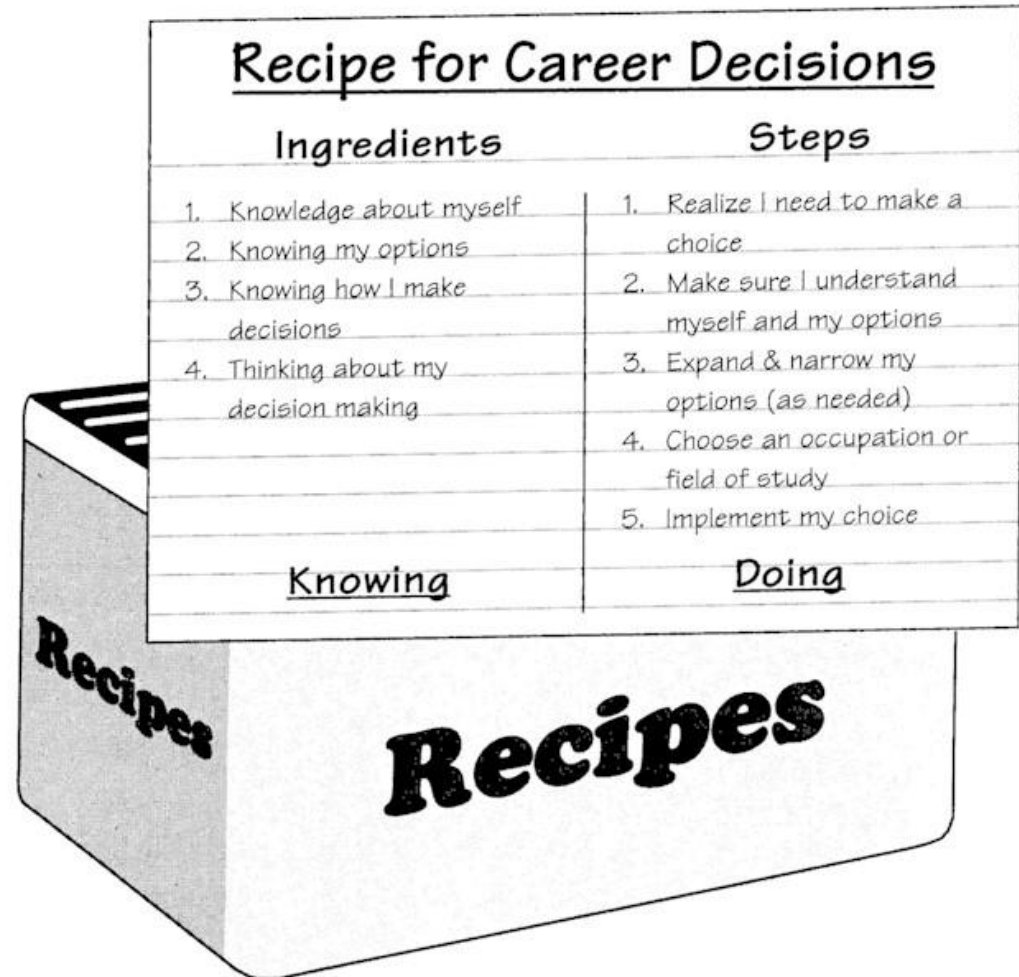
Brief Statements on CTI Items

- 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

Ingredients

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

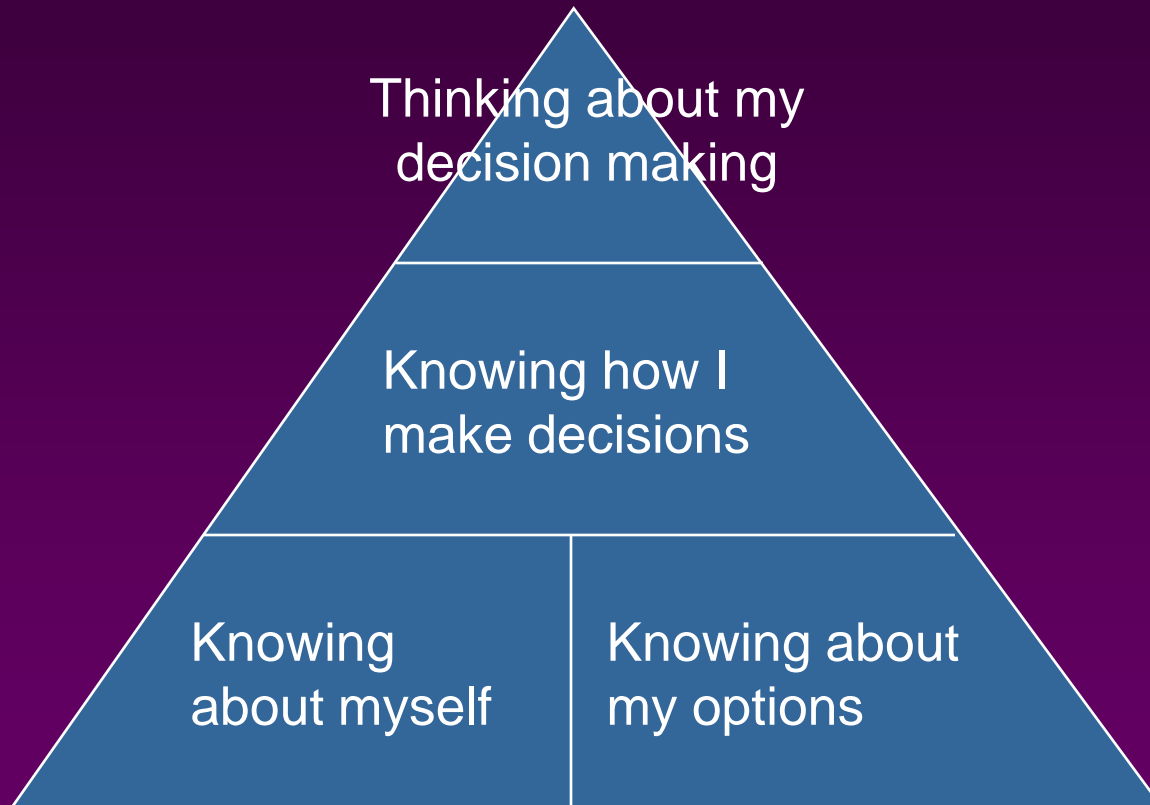
Knowing

Steps

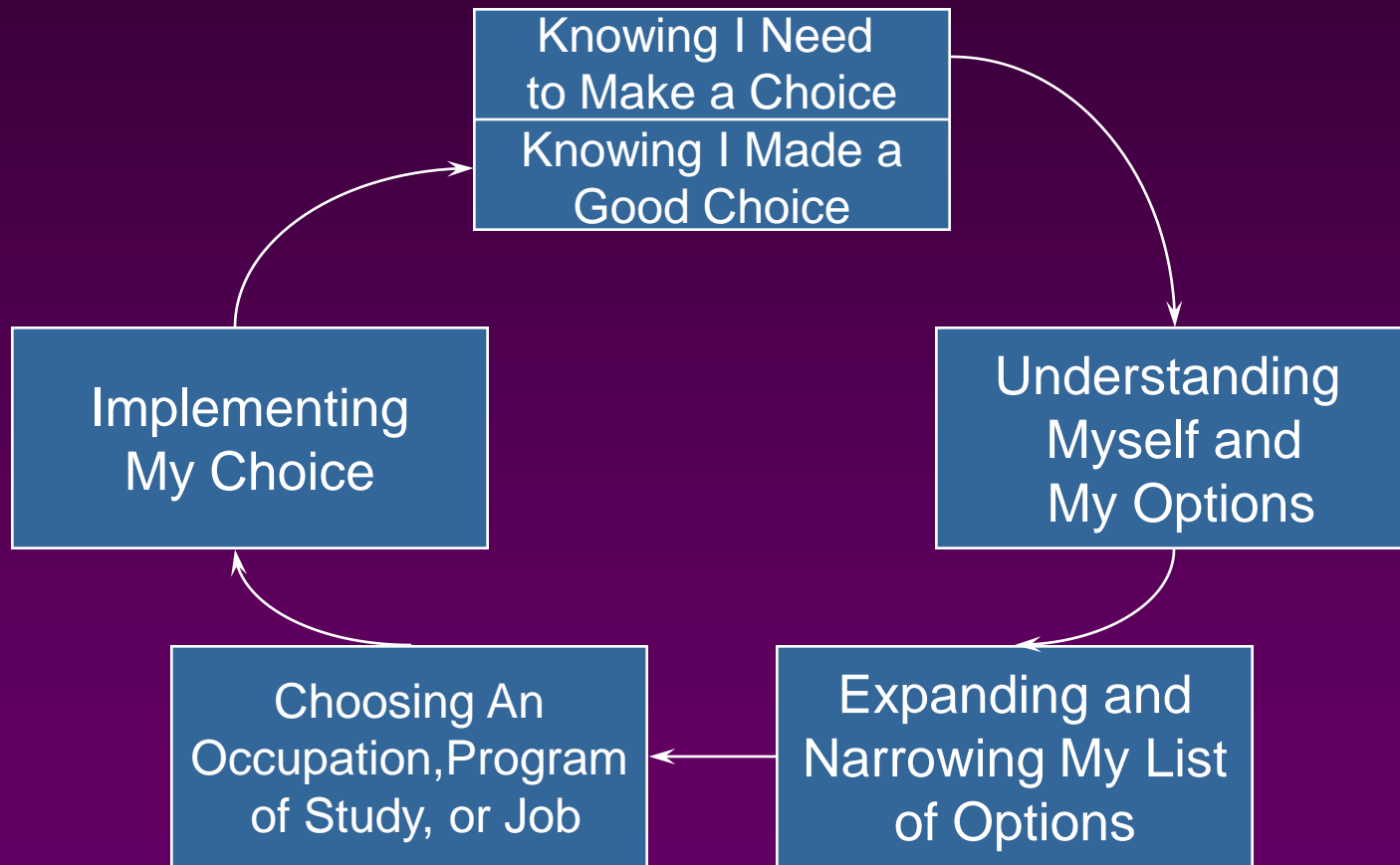
1. Realize I need to make a choice
2. Make sure I understand myself and my options
3. Expand & narrow my options (as needed)
4. Choose an occupation or field of study
5. Implement my choice

Doing

What's Involved In Career Choice



A Guide To Good Decision Making



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