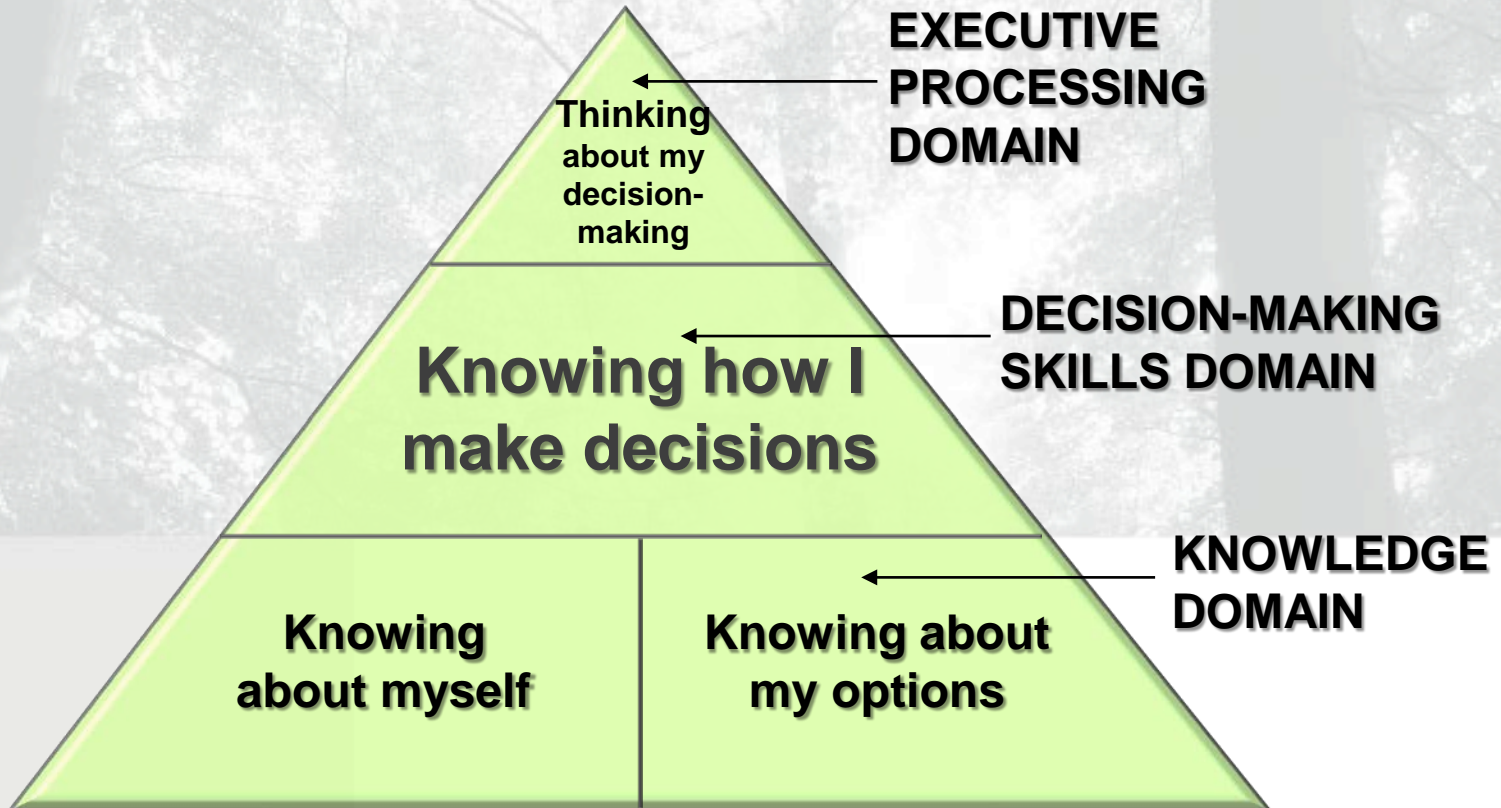




Chapter 4

Career Decision Making

Pyramid of Information Processing



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**

Decision Making vs. Problem Solving

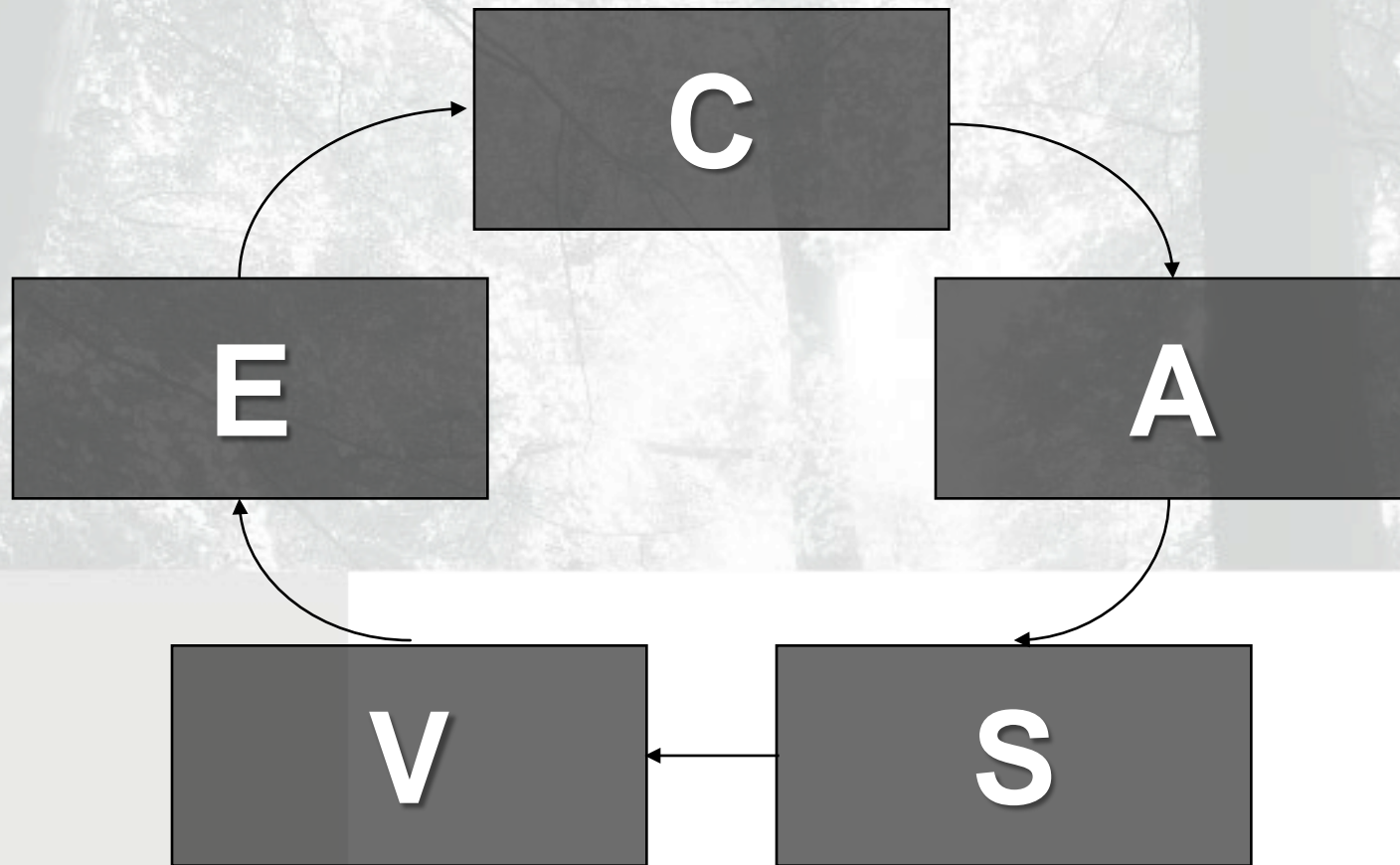
- **Problem solving**

- **Removing a Gap**
- **Thinking or processing information**
- **4 steps: CASV**

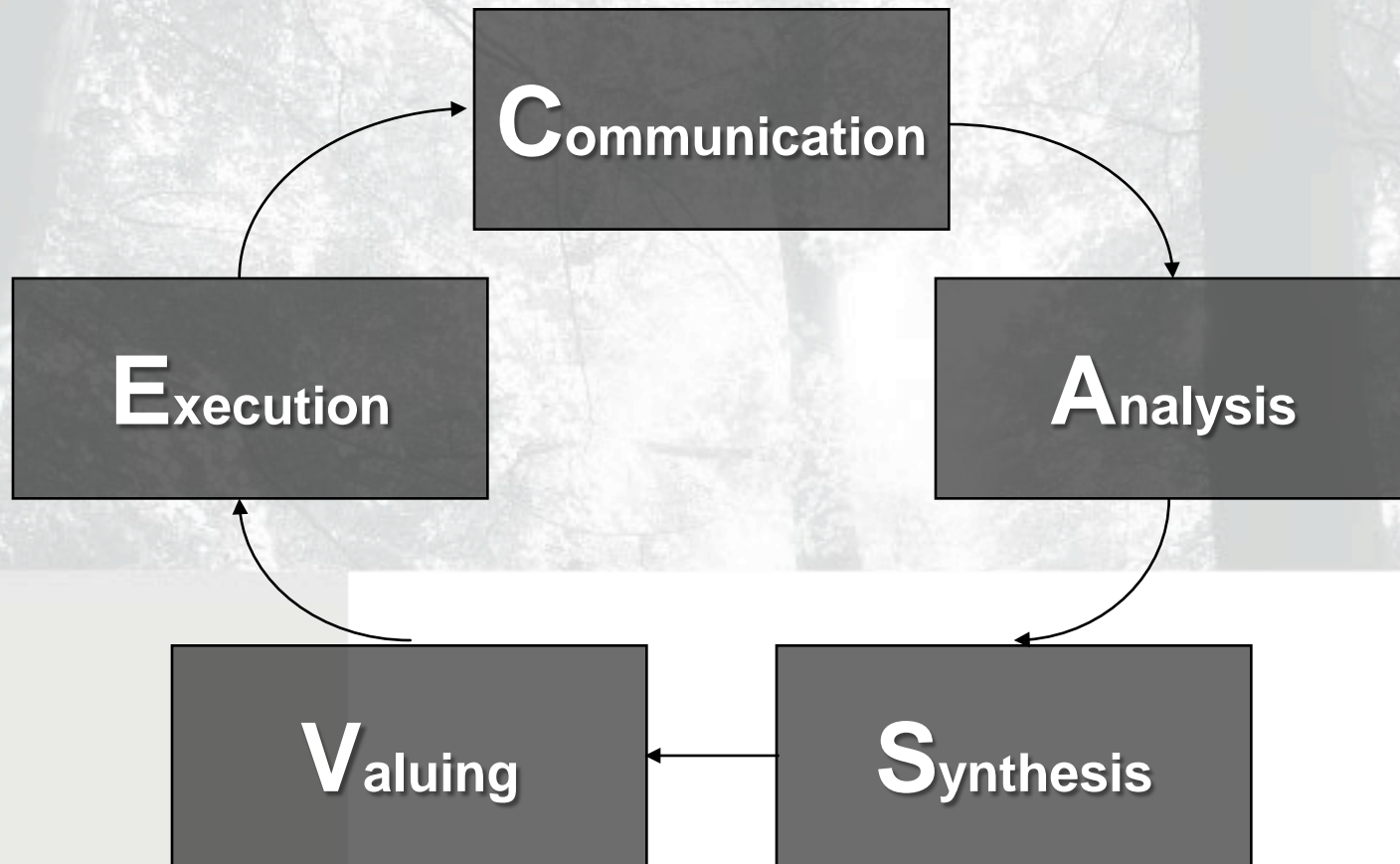
- **Decision making**

- **Broader concept**
- **Includes additional CASVE steps: adds E and revisits C**
- **Feelings & behaviors**

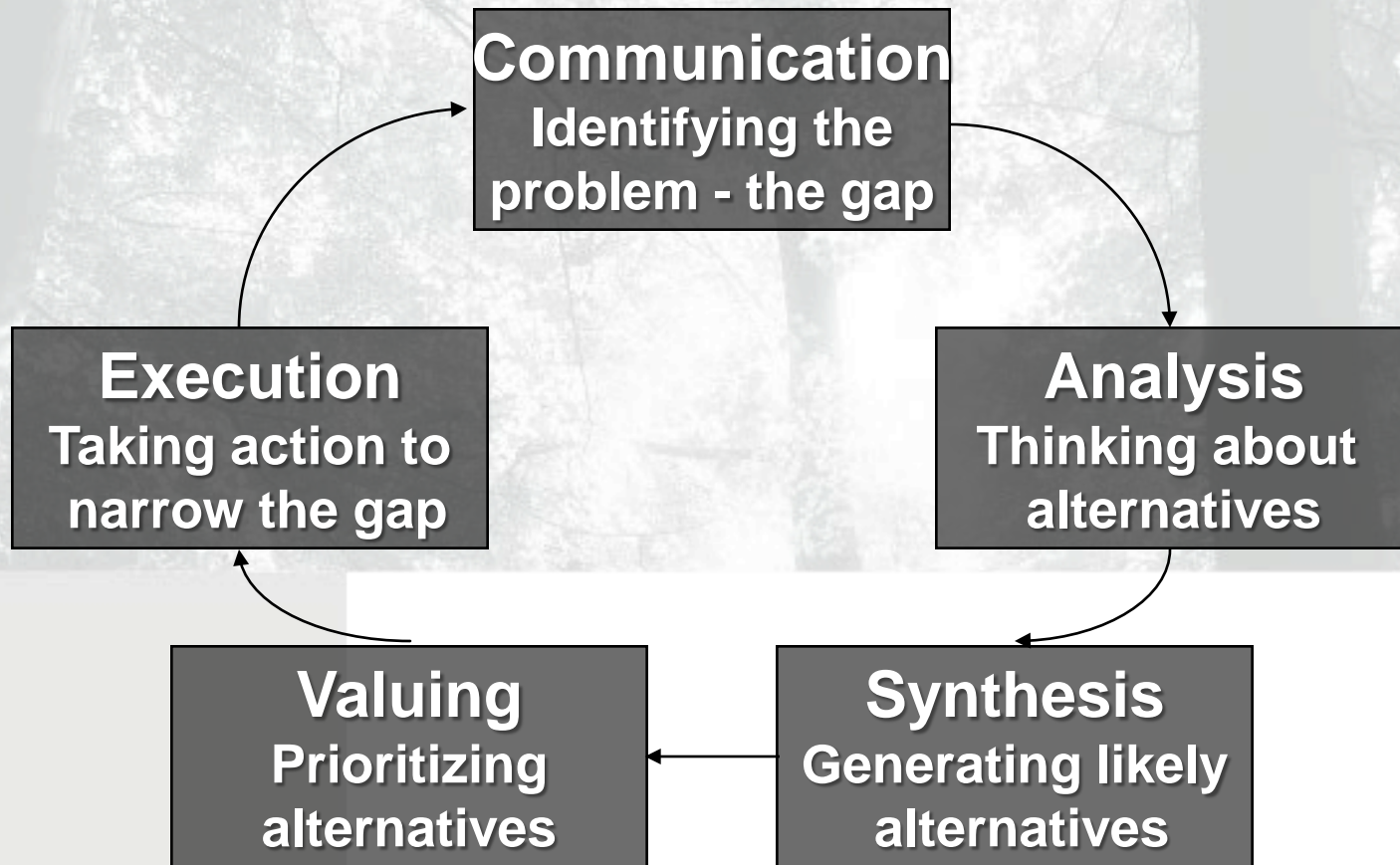
CASVE Cycle



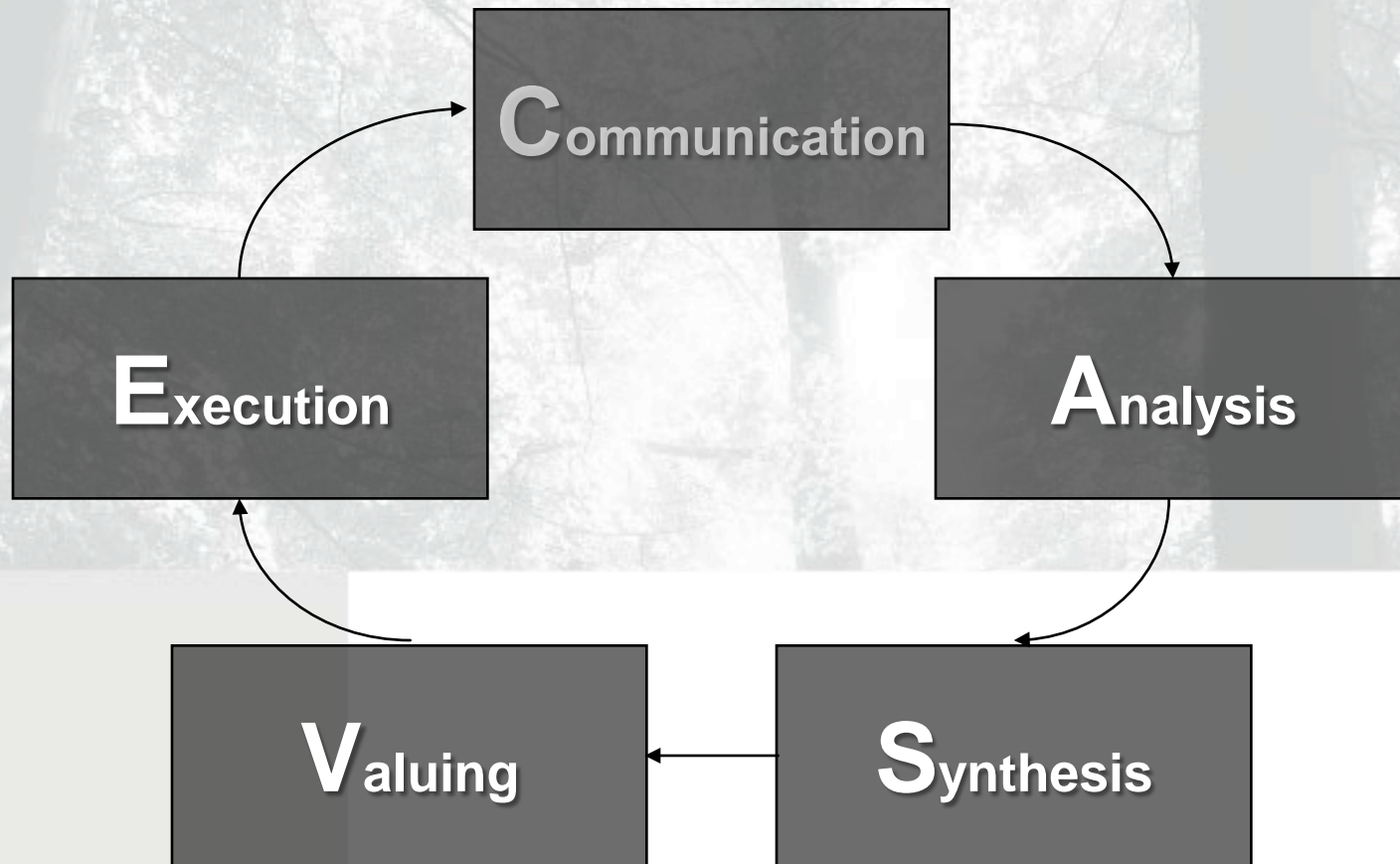
CASVE Cycle



CASVE Cycle



CASVE Cycle



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**



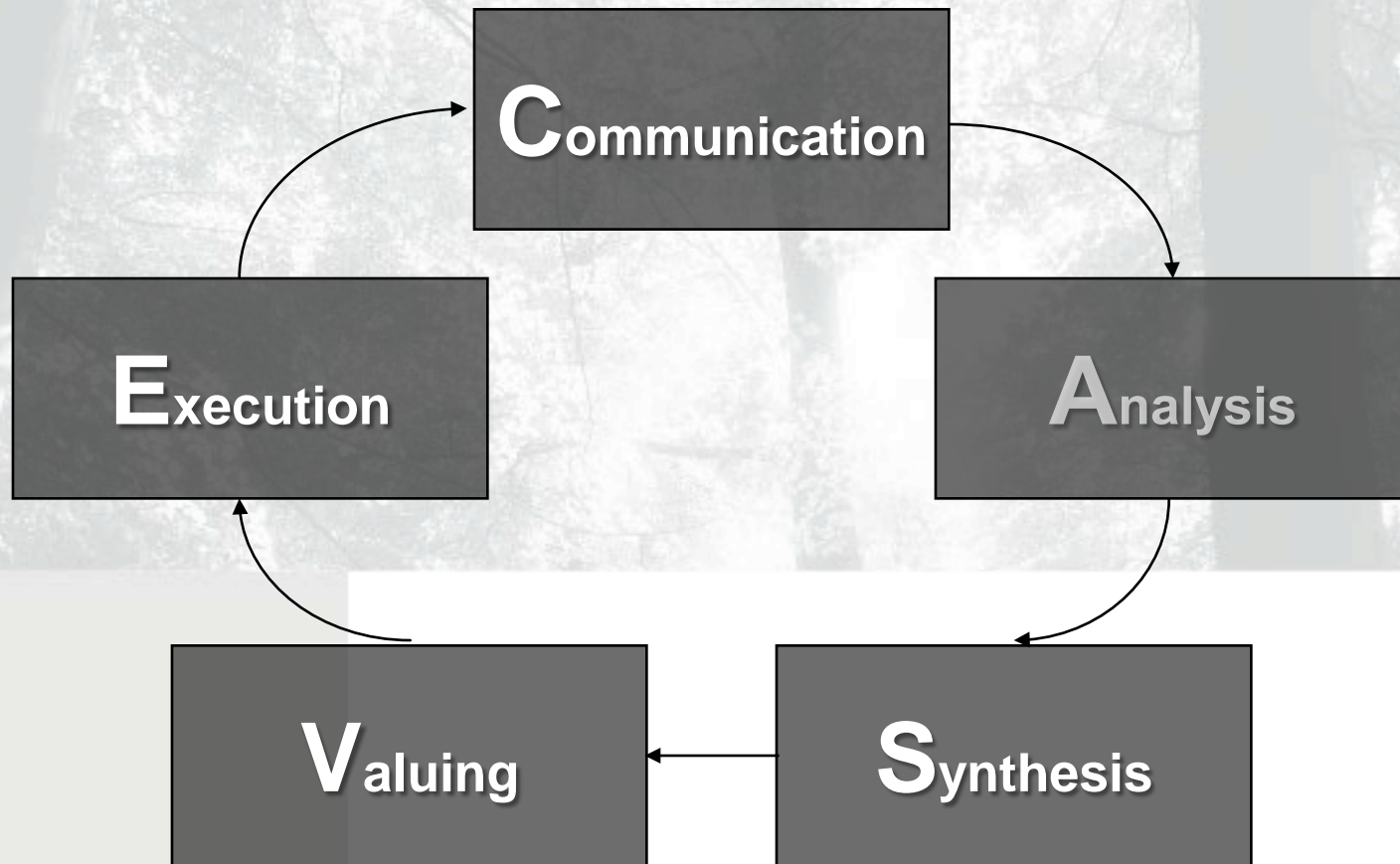
Communication

External conditions:

- **Event**
- **Significant Others**



CASVE Cycle



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?



Analysis

Clarify occupational knowledge

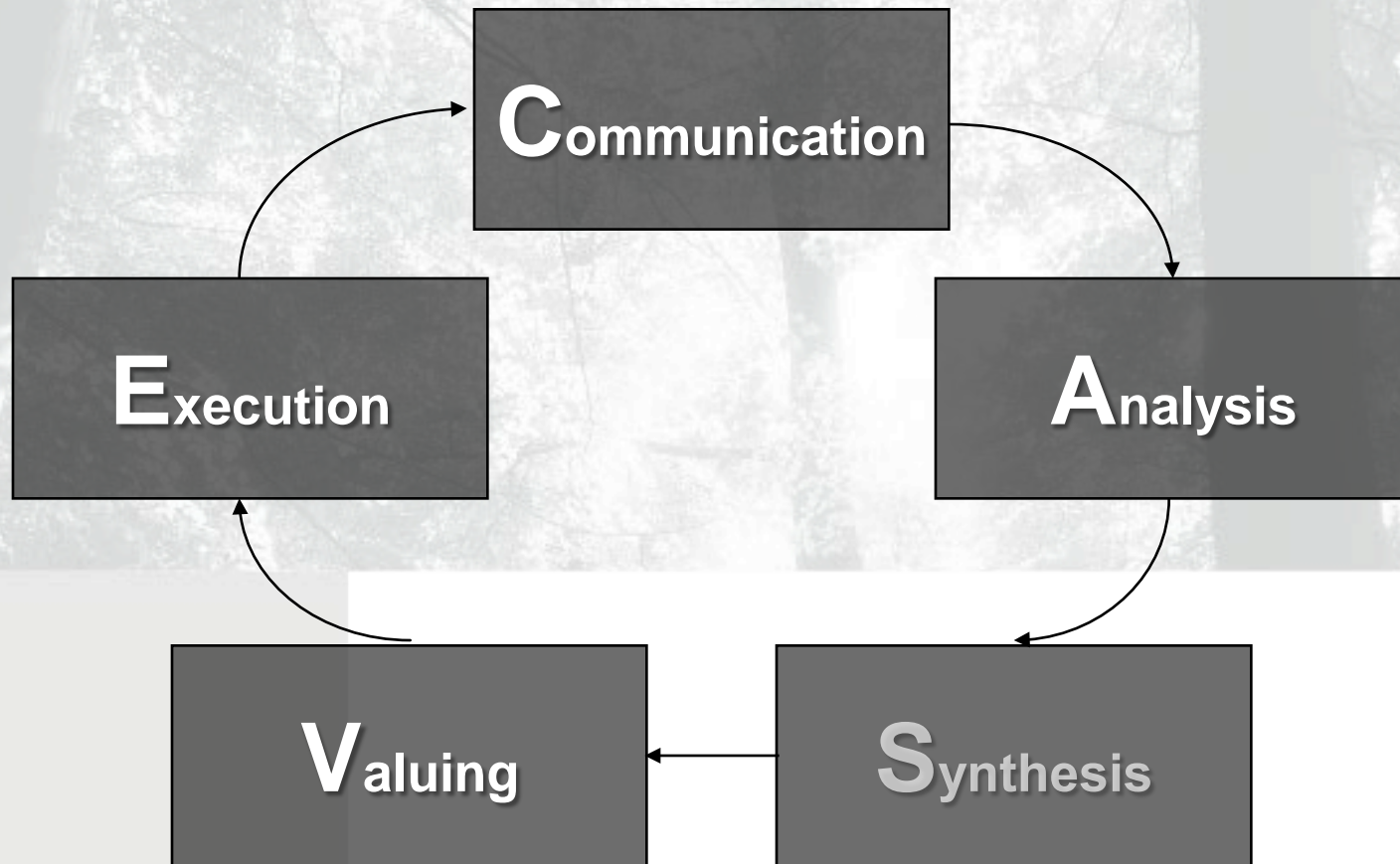
- What do I know about occupations or fields of study?
- Do I have an effective schema for understanding the world-of-work?



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



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

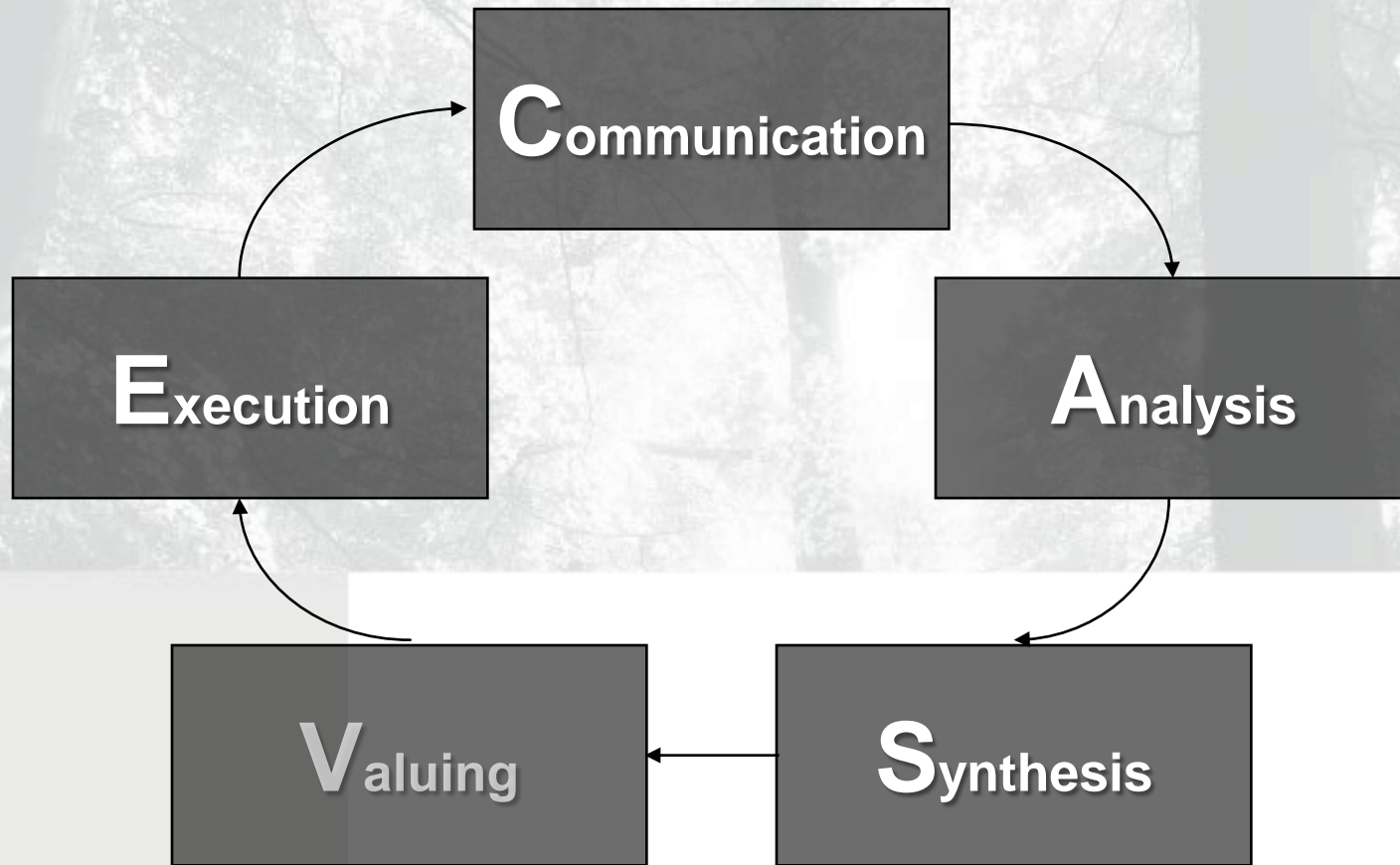
- **Brainstorming to expand list of possible options**

Synthesis Crystallization

- **Reduce list to 3 – 5 options**



CASVE Cycle



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

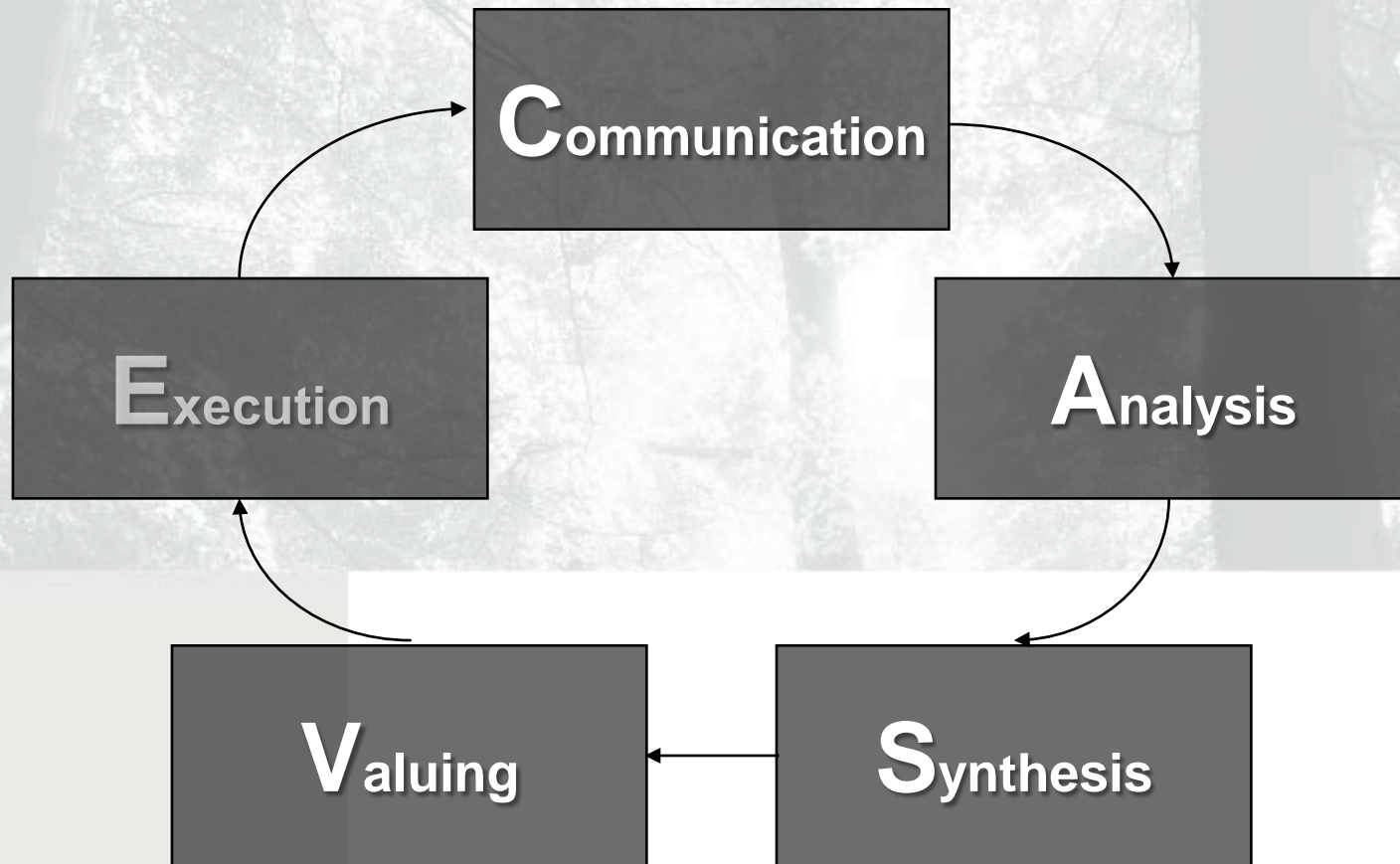
- What is a first choice and back-up choices?
- What is the best choice for me?
Significant others? Cultural group?

Selecting a 1st Option

- To narrow the gap identified in the Communication phase



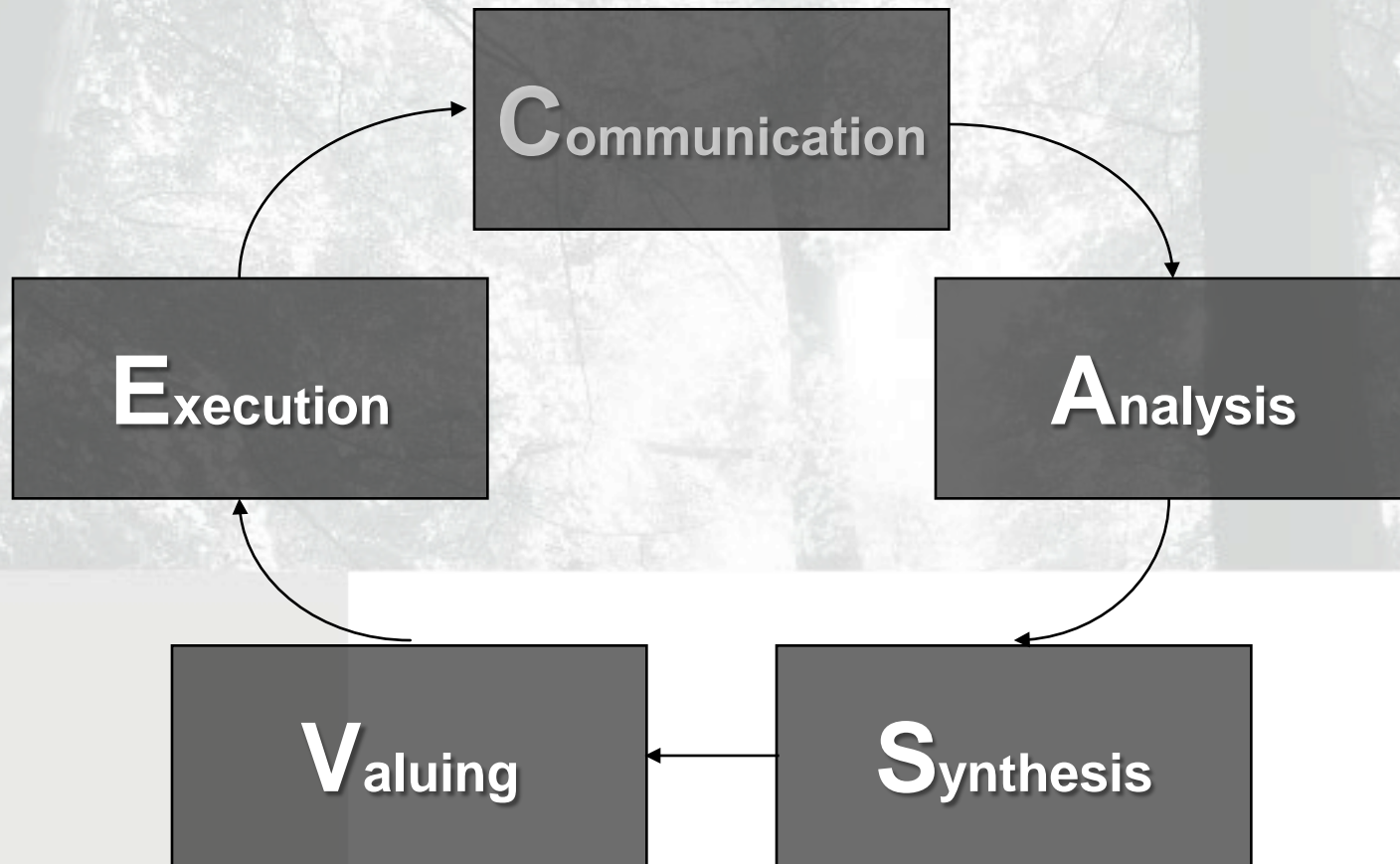
CASVE Cycle



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**

CASVE Cycle



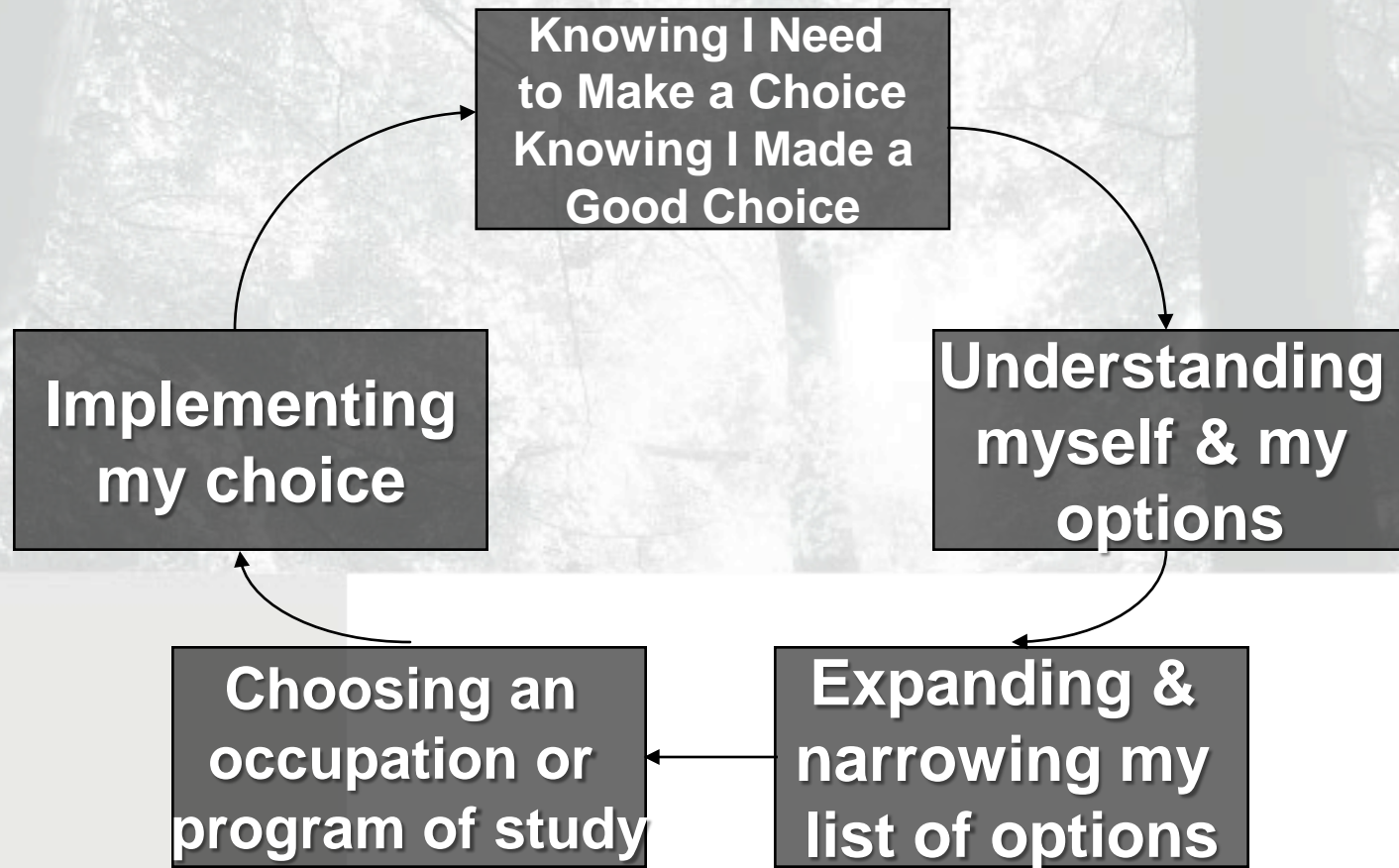
Communication

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



Improving Career Decision Making

- **Understanding the process**
 - **It is an ongoing process, not an event**
 - **Problems in one phase can shut down or derail 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**