Chapter 4

Career Decision Making
Thinking about my decision making

Knowing how I make decisions

Knowing about myself

Knowing about my options

DECISION SKILLS DOMAIN

Pyramid of Information Processing

Presentation Overview

• Importance of good decision making
• Kinds of decision makers
• Problems in effective decision making
• Readiness for career decision making
• CASVE cycle
• Improving decision-making skills
Importance of Decision Making

- Indicator of our effectiveness in life
- Long-term implications of some decisions
- Others evaluate us by how we make decisions
- Process for making effective decisions can be learned
Kinds of Decision Makers

- Decided
- Undecided
- Indecisive

How do these relate to the type of career assistance needed?
Problems in Decision Making

- Personal
- Family
- Society

What are some examples from each of these areas?
Readiness for Career Decision Making

- **Capability Factors**—emotions, motivation, willingness to assume responsibility

- **Complexity Factors**—family, social, economic, organizational conditions

How might these factors help or hinder career decision making?
Decision-Making Processes

• Recognizing a “gap”
• Analyzing its causes
• Coming up with ways to remove the gap
• Choosing an option to remove the gap
• Developing a strategy for implementing the choice
• Importance of a risk-taking attitude, ability to deal with happenstance!

What are some “gaps” that college students face related to career decision making?
CASVE Cycle

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

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, 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—what are some examples for each of these activities?
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)

C: Knowing I Need to Make a Choice
   - Knowing I Made A Good Choice

E: Implementing My First Choice

V: Prioritizing My Options

A: Understanding Myself, Options, Decision Making, and Thoughts

S: Expanding and Narrowing My Options

Improving Career Decision Making

Decision making is an ongoing process, not an event.

Process is a skill--can become almost automatic with continued practice and use.

Problems in one phase can shut down or derail 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