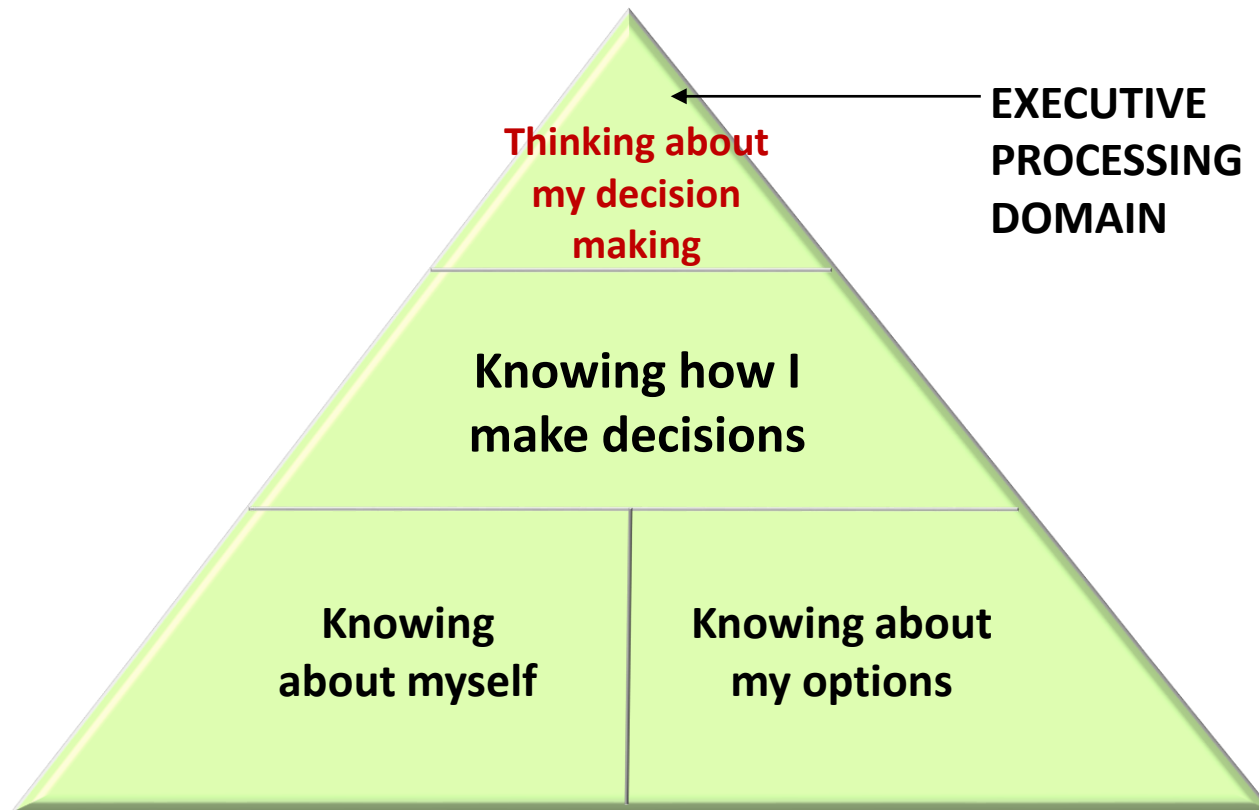




Chapter 5

Thinking about My Career Decisions

Pyramid of Information Processing

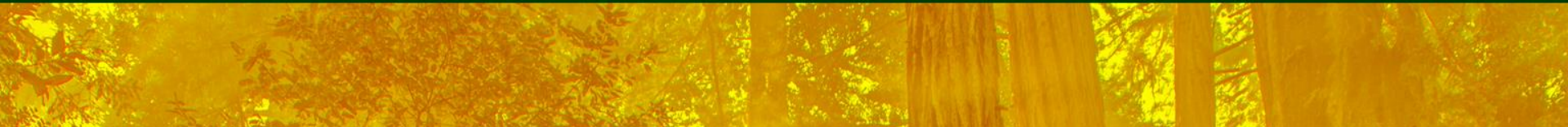


Executive Processing—CIP Pyramid.

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Information Overload

- Begley (2011) described “information fatigue”—quantity and rate of information flooding
- How does this affect decision making?
- CIP can help with decision making in general and career decisions in particular



Executive Processing Domain

Metacognitive Skills

- Skills used to help us **THINK** about how we make decisions

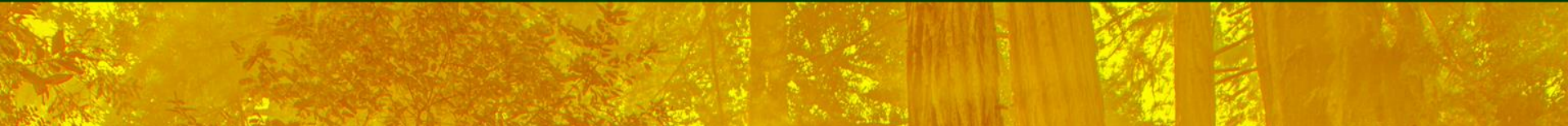
Types of Skills

- Self-talk
- Self-awareness
- Monitoring & control



Metacognitive Skills

- Self-Talk
 - Think of yourself as **COMPETENT** and **CAPABLE**
 - Creates a POSITIVE self-image
 - Reinforces POSITIVE behavior



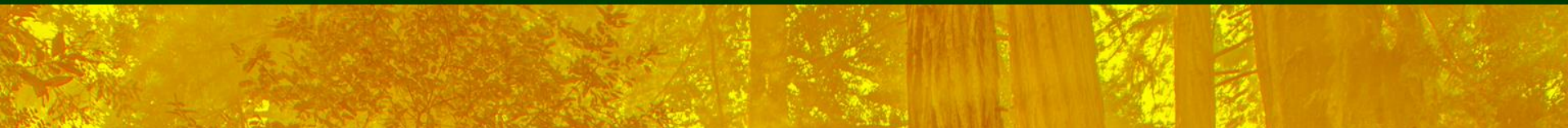
Negative Self-Talk

- Creates “noise” inside our head

- “I’ll **never** be able to find the right major for me.”
- “I **can’t** find any employers who will hire me with my GPA.”

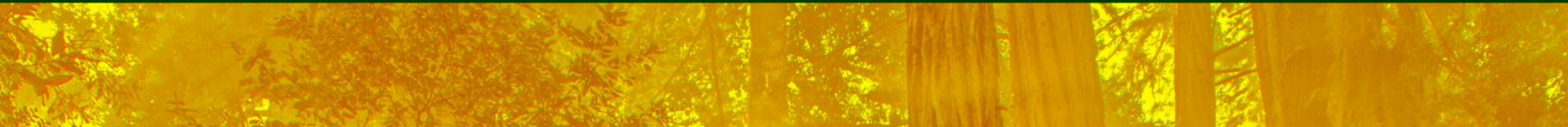


Can you think
of other
examples?



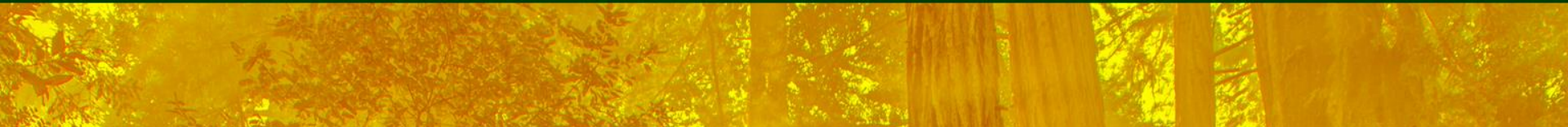
Metacognitive Skills

- Self-Awareness:
- Being aware of yourself during the process by attending to:
 - Physiological signs: headache
 - Emotions & feelings: anxiety
 - Interests of self & significant others



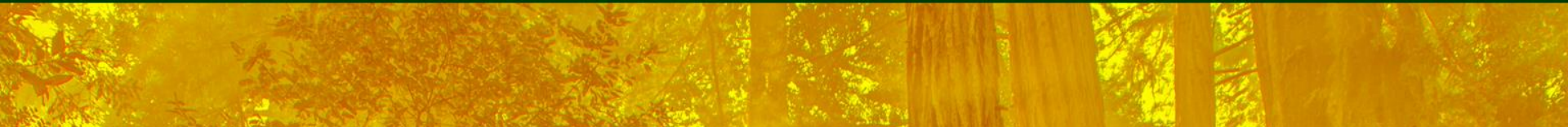
Metacognitive Skills

- Monitoring & control:
 - Knowing when to go ahead
 - Knowing when to get more information
 - Balance between compulsivity & impulsivity



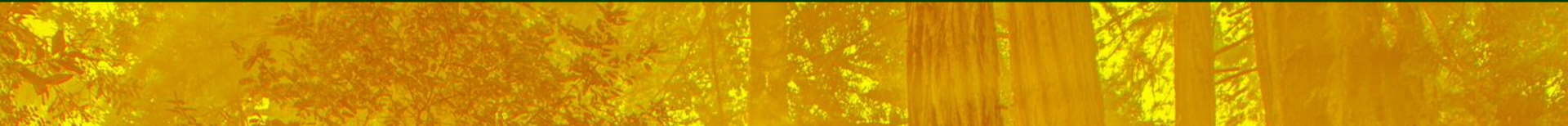
What Are Metacognitive Skills?

- Knowing when to get additional help
- Being aware of effective decision-making strategies
- Being clear about specific problem that needs to be solved
- Monitoring how process is going
- Having a positive attitude



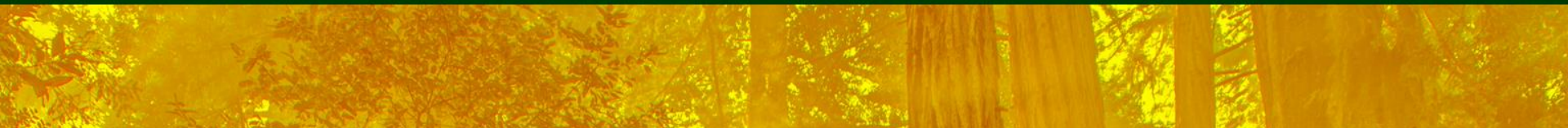
Improving Metacognitive Skills

1. Identifying negative thoughts
2. Train for positive self-talk
3. Reducing EITHER/OR thinking
4. Develop self-control
5. Improve general problem solving



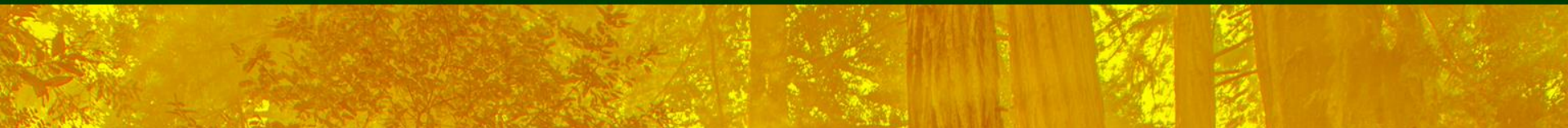
1. Identifying negative thoughts

- Negative thoughts may be learned or based on popular myths
- Example: "I'm afraid I'll pick something & then change my mind."
 - **What's negative about this statement?**
- *Career Thoughts Inventory* (CTI) helps people learn more about how they think about career choices.
- 4-step process to **change negative thoughts**:
Identify, Challenge, Alter, Act



2. Train for Positive Self-Talk

- Work toward eliminating negative statements.
- Learn to start using more positive self-talk.
 - Utilize self-help books, career advisors, professional counseling, positive support groups and related experiences
- How would you challenge the following statement:
 - “I’m not a good decision maker.”

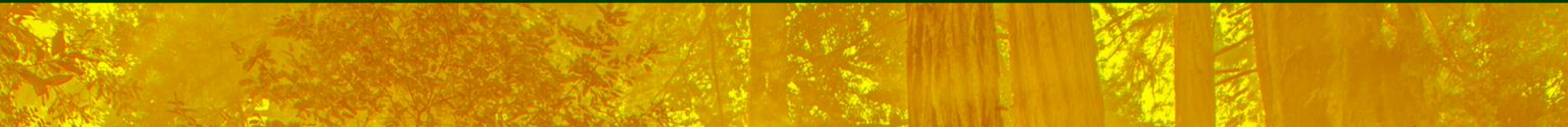


3. Reducing Either/Or Thinking

- This kind of thinking can freeze or immobilize us.

“All the good jobs require math.”

- How would this statement affect a person's career decisions?

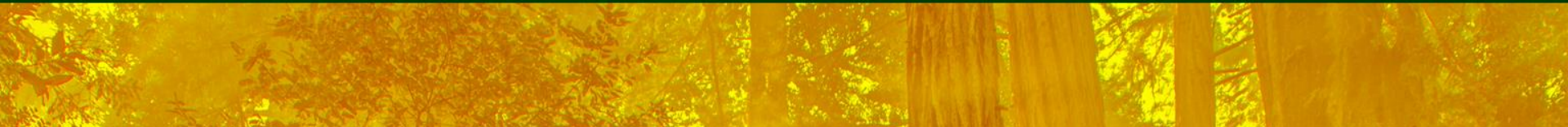


4. Developing Self-Control

- Develop skills in using activities to help us control our career problem solving and decision making

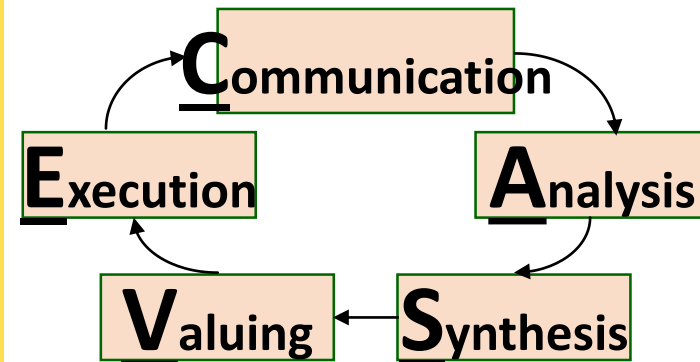
- Examples:

- Deep breathing to relax before an interview
- Using calming mental images



5. Improved General Problem Solving

- Successful use of strategies, such as the CASVE cycle, can improve metacognitive skills for career decisions
- Using the *Guide to Good Decision Making*

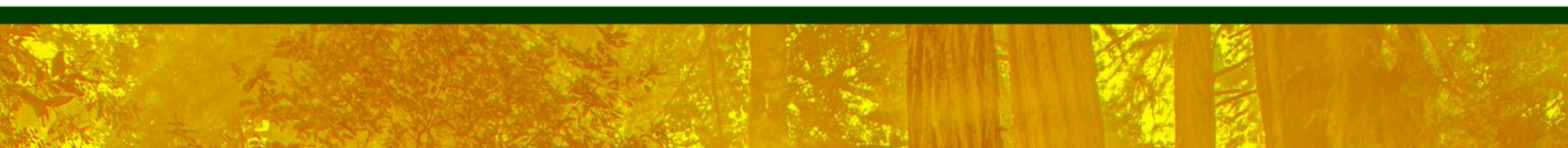


Negative Self-Talk & Self-Knowledge

How we think about our personal characteristics—interests, values, skills, e.g.,
*“No field of study or occupation interests me.”**

Reframe: *“It is possible that I haven’t fully determined what my likes and dislikes are. I may need more life-experience to really understand my interests. I can get more life experience from full-time or part-time jobs, volunteer work, or leisure activities.”*

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Negative Self-Talk & Option Knowledge

Related to how we think about options in work, education, and leisure...how we group these options in relation to one another.

“Almost all occupational information is slanted toward making the occupation looking good.”*

Reframe: *“While it is certainly true that some kinds of occupational information are designed to make the occupation ‘look good,’ it is likely an overstatement to say this about most information. Occupational information may be biased in both directions, good or bad.”*

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Negative Self-Talk & Decision Making

Related to the career decision-making (CASVE cycle) process

*"I get so depressed about choosing a field of or occupation that I can't get started."**

(What CASVE cycle phase is this?)

Reframe: *"I may need to get help for my feelings or take small concrete steps toward getting the information I need to begin the decision-making process. Such steps might include talking with people in different occupations, reading about occupations, or seeking career assistance to help me develop a plan for taking the next step."*

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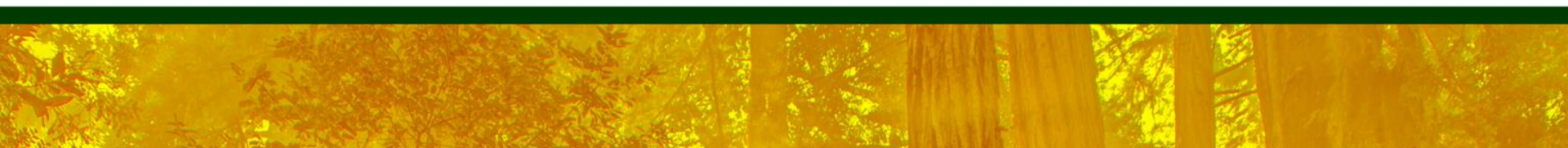
Negative Self-Talk & Executive Processing

- Deals with the ability to monitor, control, and evaluate all areas of information processing
- Avoids perfectionism, top-dogging, and external forces

*“I get so anxious when I have to make decisions that I can hardly think.”**

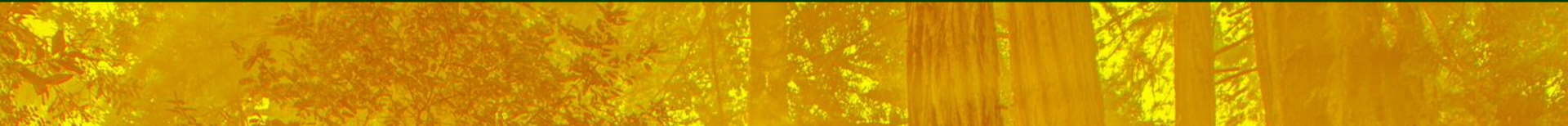
Reframe: *“Many people feel anxious when making important decisions, making it harder to think clearly. Yet, avoiding decisions is not a good idea. With help, I can get the information I need and learn how to make a good decision.”*

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Maximizers & Satisficers

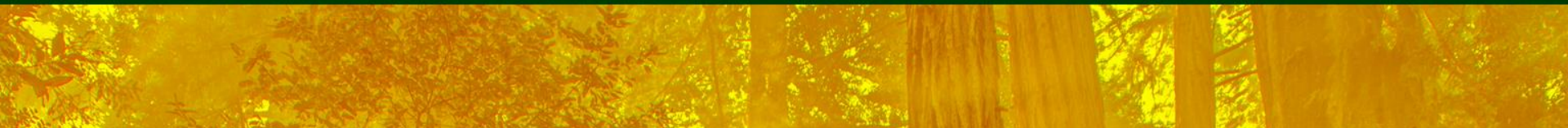
- Dealing with overwhelming number of options in the Internet age
- Maximizers--choosing the absolute best choice
- Satisficers--choosing something that is good enough
- Importance of avoiding perfectionism in decision making
- How do these fit with your approach to decision making? Is one better than the other?



How would you reframe the following?

- *“I can’t think of any fields of study or occupations that would suit me.”**
- *“The views of important people in my life interfere with choosing a field of study or occupation.”**
- *“I know what I want to do but I can’t develop a plan for getting there.”**

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Summary

- Decision making is an ongoing process, not an event
- Negative thoughts impede all areas of the Pyramid & CASVE cycle
- Metacognitive skills can be learned with desire, practice, and action
- Use all available resources to aid in changing your thoughts

