

CREATING CAREER SUCCESS

A Flexible Plan for
the World of Work

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Chapter 7: Decision-making

Let's discuss



“Life is the sum of
all your choices.”

~Albert Camus



What decisions are next?



wavebreakmedia ltd



Nitr



Andresr



Maksim Toome



paul prescott



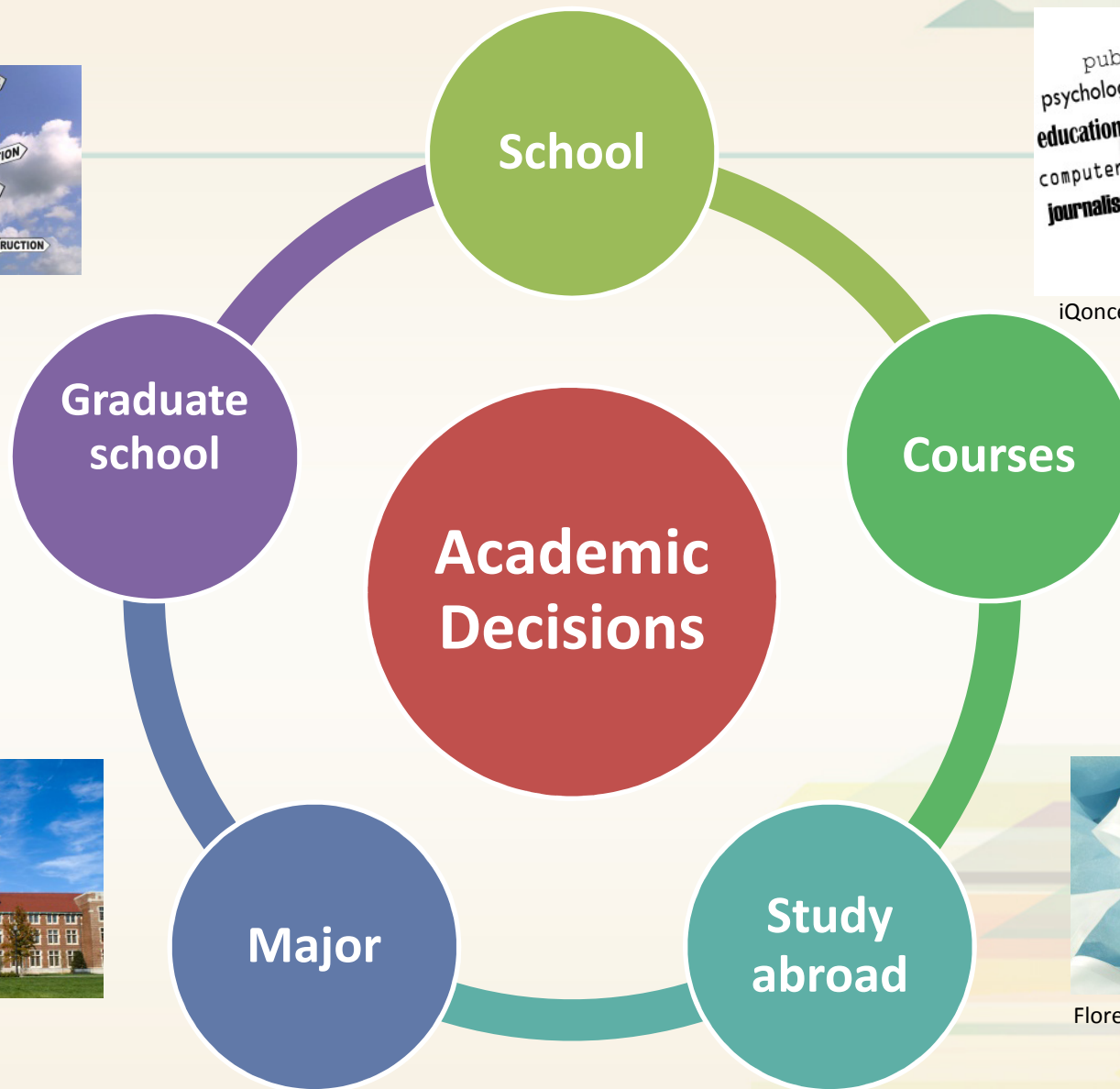
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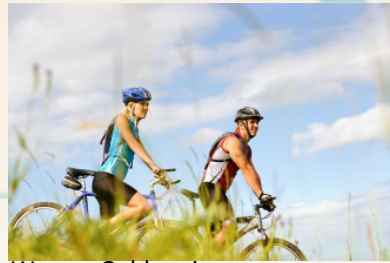
Steven Frame



Florence McGinn



Supri Suharjoto



Warren Goldswain



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Decisions during college



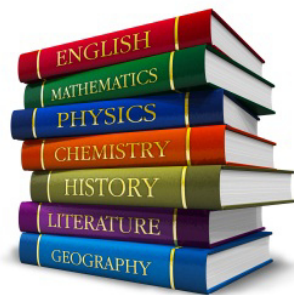
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kentoh



Lisa S.



Oleksiy Mark



Tyler Olson

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Before entering workforce





joingate



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Lifelong learning and ongoing career development



doglikehorse



woodsly



Anson0618

Improve your decision-making skills

Four Decision-Making Approaches

Logical thinking

- Gathering facts and analyzing data
- Assessing outcomes and taking action

Trusting your intuition

- Relying on emotions or intuition
- Feels "right"

Pleasing others

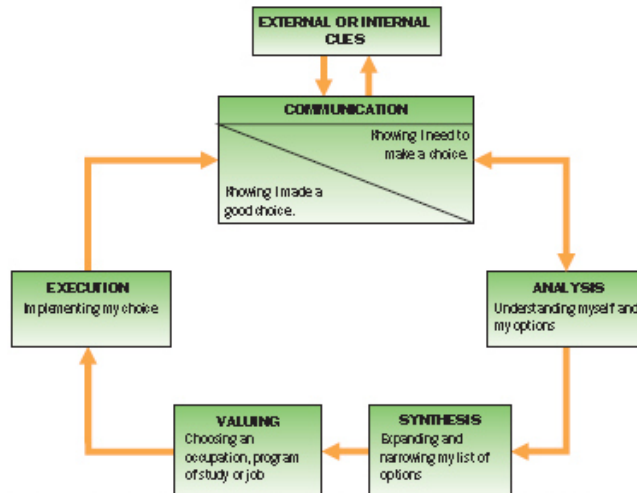
- Outcomes or goals presented by others
- May not match your goals

Avoidance or procrastination

- Can initially feel good
- Miss the opportunity to be in control of outcome

CASVE cycle

» EXHIBIT 7.1 • The CASVE Cycle



Adapted from "A Cognitive Approach to Career Development and Services: Translating Concepts into Practice," by J. P. Sampson, Jr., G. W. Peterson, J. C. Lenz, and R. C. Reardon, 1992. *The Career Development Quarterly*, 41, p. 70. Copyright by the National Career Development Association. Copyright © 1992 by National Career Development Association. Reproduced by permission of John Wiley and Sons. Adapted from Sampson, Jr./Reardon, *Career Development and Services*, 1E. © 1991 Cengage Learning.

» EXHIBIT 7.1 • The CASVE Cycle *Continued*

C—Communication. The first phase involves your awareness that there is a problem, essentially a gap between your ideal and current situation. This is described as the "Knowing I Need to Make a Choice" phase. You may become aware of decisions to be made due to external signals, such as needing to choose a major or not getting any job offers in your field of interest, or internal signals, such as feeling overwhelmed or physically ill. In the *Career Journal Decisions to Make*, you explored external and internal signals impacting the decisions you have to make.

A—Analysis. In the second phase, you analyze the problem using the information you know about yourself, such as your skills, interests, and values, and your knowledge of occupations, career preparation, and the world of work. This is described as the "Understanding Myself and My Options" phase.

S—Synthesis. In the third phase, you will use your analysis to identify steps that will help solve your problem. For instance, you might list all of your career options that satisfy your skills,

interests, and values. Or you might try brainstorming, to come up with unedited ideas about alternatives. This is the "Expanding and Narrowing My List of Options" phase.

Y—Valuing. The fourth phase involves two parts. The first part requires you to evaluate how the decision will affect you and others. The second part involves ranking or prioritizing options according to how effectively they solve the problem. According to this theory, a good problem solver will not make an emotional commitment to implementing the decision, and also keep other options in mind as a back-up plan. This is the "Choosing an Occupation, Job, or College Major" phase.

E—Execution. This phase involves turning thoughts into action. This involves developing goals and engaging in specific action steps to reach them. This is the "Implementing My Choice" phase. After this phase, return to the Communication phase to evaluate your decision, and assess if you have solved the problem.

Tech savvy:

Too much information about everything

How do you choose?

- Only the best will be right choice
- Good-enough will suffice



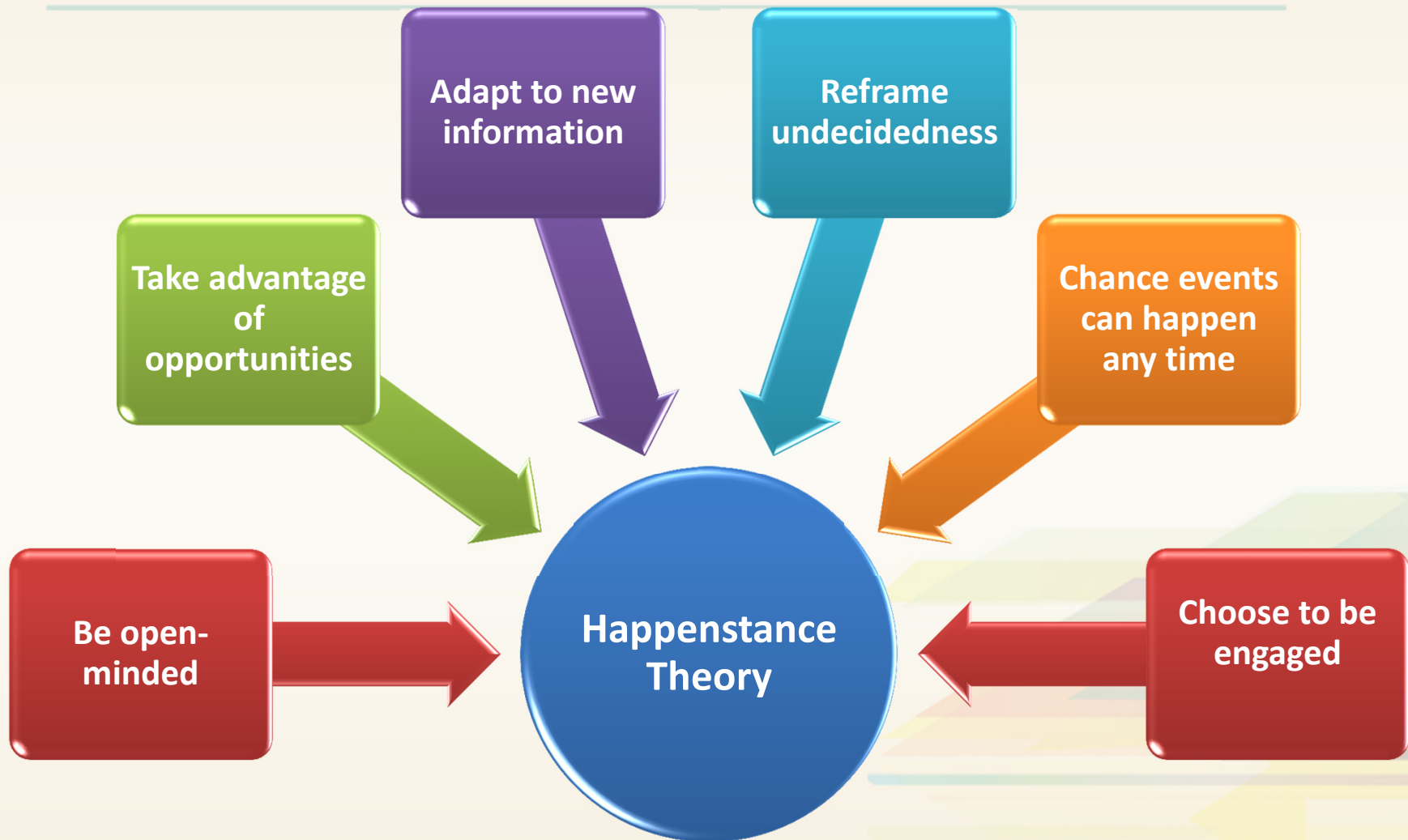
» Your choices CAN feel better

**Save time
for choices
that matter**

**Spend time
on the big
questions**

**Create your
own
alternatives**

Create Opportunity from Unexpected Events



Take advantage of opportunities

Before

Remember how you have prepared



During

Remain alert and recognize opportunity



After

Initiate actions to benefit

Embracing differences: Role Models



Yuri Arcurs

Self-efficacy - belief in one's own capability

Increased with role models

Diminished without role models

Decisions to make

Major

- Can motivate you to succeed if interested in subject

Education or training

- Skill development throughout lifetime

Educational decisions

- Help you learn unique set of skills that can be incorporated into career

Work with awareness



Options for Gap Year



Suat Gürsözlü



Andres



Maridav



Kurhan



inkspotts

From decisions to action

Decision does not mean commitment to long-term career



iQoncept

» Career decisions require action

Define your interests

Choose appropriate decisions

Narrow choices

Select target jobs/industries

Move toward action steps



jonas ronnegard

Thought Questions

- Have you identified the decisions you need to make next? What are they?
- Do you feel prepared to start making decisions in your career?
- Can you identify the decisions that seem most difficult to you? What are they?