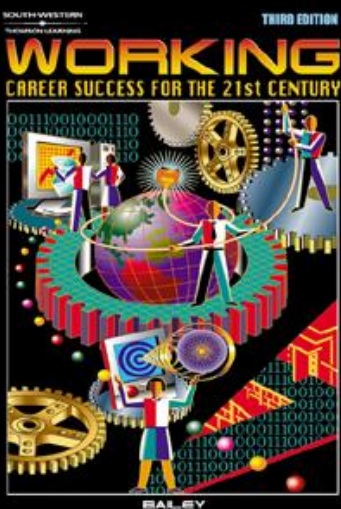


CHAPTER 12

CAREER DECISION MAKING

LESSONS

- 12.1 The Decision-making Process
- 12.2 Individuals and Decision Making

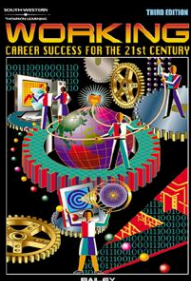


LESSON 12.1

THE DECISION-MAKING PROCESS

OBJECTIVES

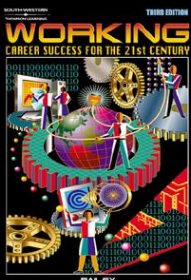
- List and summarize each step in the decision-making process
- Understand how to use the decision-making process in making an occupational choice



DECISION MAKING

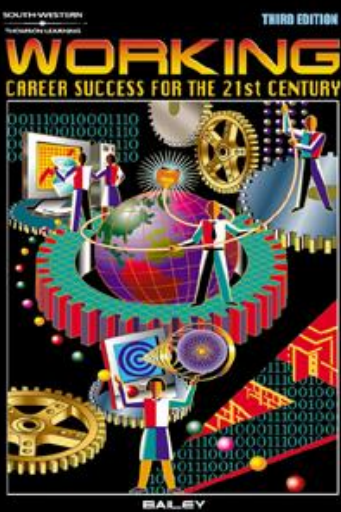
Decision making involves choosing between two or more alternatives or options.

Lesson 12.1



Some Things To Think About?

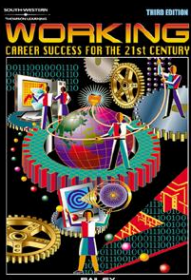
- Some people make no effort to identify choices.
- Choosing not to decide is a choice for you also.
- The same decision process is used whether you are buying a car, choosing a college, or choosing a career.
- How immediate does the choice need to be made?



What Is The Immediacy Of The Problem/Decision To Be Made?

- Maybe the problem is more broad or long range: Ex: “What are my goals in life.”
- Is it intermediate: Ex: “What occupation do I want.”
- Immediate: Ex: earning some money to be able to go out with friends.

So... sometimes the immediacy of the decision can determine how seriously you use the decision making process.



A FIVE-STEP PROCESS

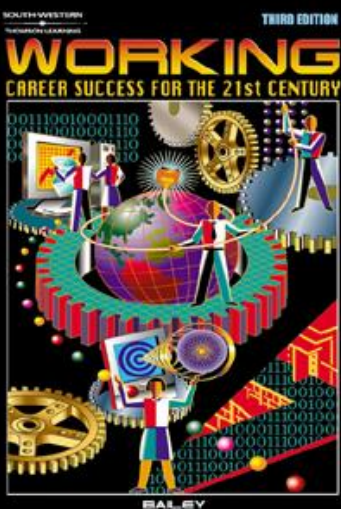
Step 1: Define the problem.

Step 2: Gather information.

Step 3: Evaluate the information.

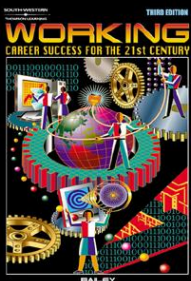
Step 4: Make a choice.

Step 5: Take action.



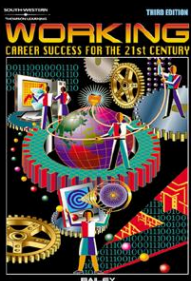
1 - Defining The Problem

- Problem here means that there is a question in need of an answer or solution.
- Decision making begins when you become aware there is a problem and you need to make a decision.



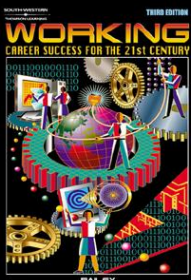
#2 Gathering Information

- Once you know what decision needs to be made, you need to gather the necessary information.
- How much information is enough? That depends usually on how important the decision needing to be made is.
- The more important the decision: the more time and gathering you should do.



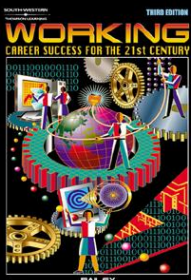
#3 Evaluating the Information

- This is where the organizing takes place.
- Some people may make lists of pros and cons of their choices.
- Some write out advantages and disadvantages of their choices.
- The more information you collect, the more evaluating you may need to do.



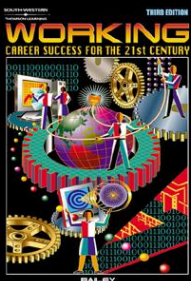
#4 Making A Choice

- Choose one of your alternatives.
- This may be difficult: instead of just choosing between good and bad alternatives, you may have to choose from a list of all good alternatives.
- Not an easy thing to do when many good opportunities present themselves.
- Look for the alternative that leads to the most desirable result and highest possibility of success.



#5 Take Action

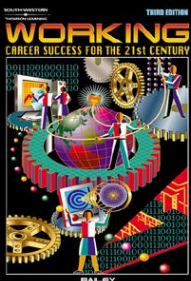
- Begin to carry out the alternative you chose in step 4.
- Commit yourself to making your choice work.
- Put in some effort to making it work. Give your choice some time, don't give in to early if success doesn't show up right away.
- Be sure that your expectations are realistic.
 - Ex: Searching for a Job.



OCCUPATIONAL DECISION MAKING

Step 1: Define the problem.

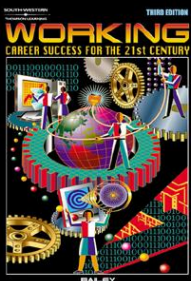
Which occupation should I choose?



OCCUPATIONAL DECISION MAKING

Step 2: Gather information.

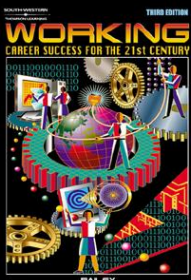
- Identify interests and aptitudes and work values.
- Develop a list of occupational alternatives based on self-information.
- Collect occupational information.



OCCUPATIONAL DECISION MAKING

Step 3: Evaluate the information.

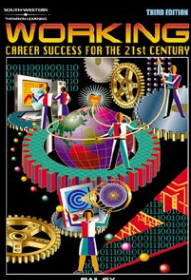
- Organize the information.
- Compare and evaluate occupational information.
- Evaluate your own feelings and attitudes.
- Eliminate unacceptable occupational alternatives.



OCCUPATIONAL DECISION MAKING

Step 4: Make a choice.

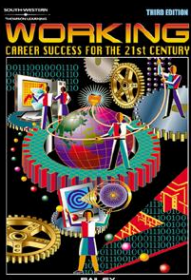
Based on your work values and career goals, choose the occupation that seems best to you now.



OCCUPATIONAL DECISION MAKING

Step 5: Take action.

Begin a job search or enroll in an appropriate education program that will prepare you for the occupation.

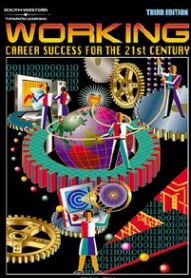


Checklist for Evaluating Occupations

“Things to think about”

1. The work involved in this occupation is the type of work I'd like to do.
2. I believe I have the ability to do well in this occupation.
3. This occupation involves work that is important to me.
4. The typical working conditions for this occupation are acceptable to me.
5. I am willing to complete the necessary education or training requirements to qualify for this occupation.

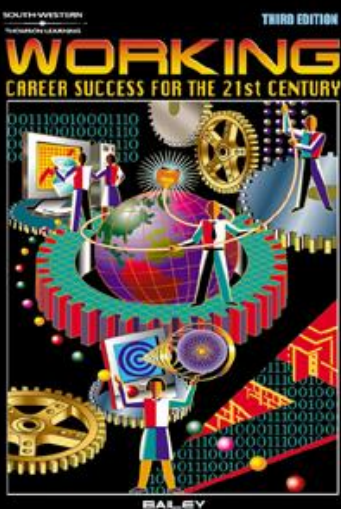
Lesson 12.1



EVALUATING OCCUPATIONS (continued)

6. I have the educational background to be admitted to any required educational or training program.
7. The future employment outlook for this occupation is good.
8. I would be satisfied with the amount of earnings that is typical for this occupation.
9. There are other related occupations in which I could work after leaving this occupation.
10. I believe I have enough information about this occupation to make a decision.

Lesson 12.1

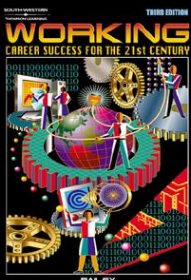


LESSON 12.2

INDIVIDUALS AND DECISION MAKING

OBJECTIVES

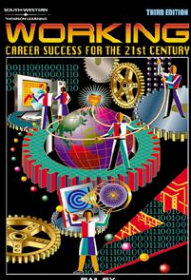
- Identify and describe different decision-making styles
- Discuss the need to accept responsibility for career planning
- Explain three factors that can influence decision making



DECISION-MAKING STYLES

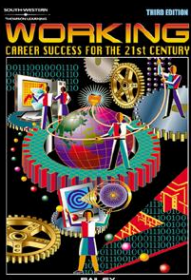
- The agonizer
- The mystic
- The fatalist
- The evader
- The plunger
- The submissive
- The planner

Lesson 12.2



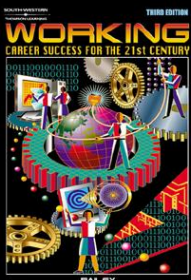
#1 The “Agonizer”

- These people collect information and spend a lot of time evaluating it.
- They spend so much time evaluating, they tend to end up not knowing what to do!
- They get overwhelmed with all of the data.



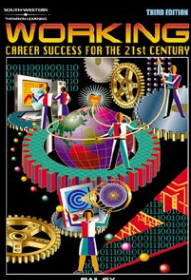
#2 The “Mystic”

- These decision makers base their decisions on what “feels right.”
- Decisions are based on intuition, a feeling, or a hunch.
- Some people make many of their decisions this way.



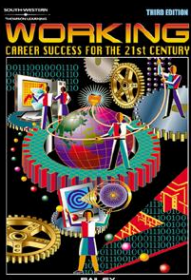
#3 The “Fatalist”

- These people feel that they have little or even no control over their decisions!
- Believing so, they do not spend much time gathering information.



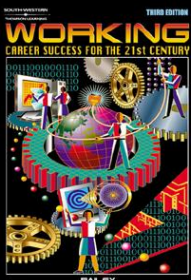
#4 The “Evader”

- These decision makers feel that if they delay making a choice long enough, that it will go away.
- Worst form of this is the “ostrich” style. The “stick my head in the sand mentality.”
- They put off deciding for as long as possible.



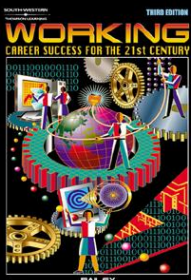
#5 The “Plunger”

- Make decisions very eagerly.
- Usually too eager to make them.
- Most often “for better or worse” they choose the first alternative that comes to mind.



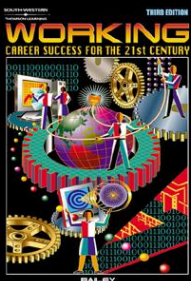
#6 The “Submissive”

- “I don’t care, what do you want to do?”
- These decision makers want others to make the decisions for them.
- If no one does this, then they will decide, but base their decision on what they think others would want them to do or how to decide.



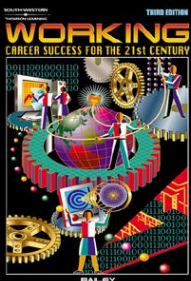
#7 The “Planner”

- They use a good decision making strategy.
- Tend to be the best decision makers.
- They weigh out all the info.
- Maintain a balance between facts and emotions when deciding.



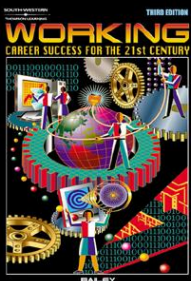
Benefits Of Being A Planner

- 1) It increases your chances of being satisfied with your decision or choice.
 - By carefully collecting and weighing information, you increase your chances of choosing what is best for you.



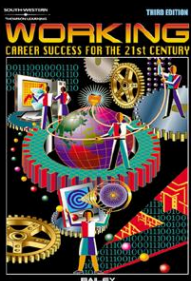
Benefits Of Being A Planner (con't)

- 2) It will provide you with more choices.
 - If you become a better planner or begin to use that decision making style, you are more likely to develop more and better alternatives to choose from.



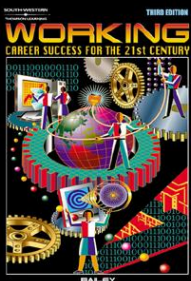
Benefits Of Being A Planner (con't)

- 3) Being a planner gives you more and greater control over your own life.
 - Again, you are really the only one who has total control over your decision making.



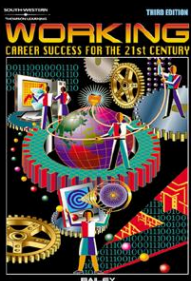
Taking Charge of Your Life

- The benefits of being a planner are only achieved if the process is used.
- Part of becoming a mature person is that you take full responsibility for your actions and decisions.
 - That doesn't mean that other outside influences don't play a role also.
 - Luck, Abilities, Family, Discrimination, etc.....



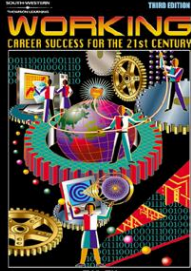
Taking Charge of Your Life (con't)

- To many people want to blames others for their poor decision making.
- If a decision that is made turns out to not be the best....finger pointing seems to begin, excuses start to come out.
- Reality is...that you know exactly what decisions you are making and make them based on possible consequences.



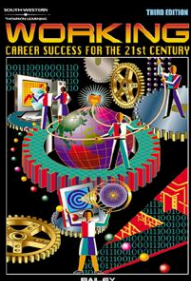
OTHER INFLUENCES ON DECISION MAKING

- Previous decisions
- Environment and experiences
- Real-world restrictions



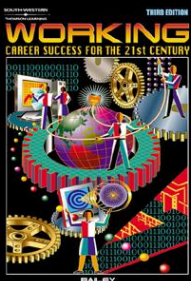
Previous Decisions

- One decision may and tends to influence a future decision.
 - Ex: Grandpa bought a certain brand of truck, so dad bought the same brand, and now you have done the same.
 - Same goes for possibly a career choice.



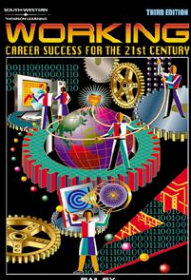
Environment and Experiences

- Environment is your surroundings
- Experiences are what you do and what happens to you in your environment.
- Environment and Experiences can have a major impact on your decision making.



Real World Restrictions

- **Reality Factors**-things that which we have little control over and that often influence the decisions we make.
 - Persons, Events, or Situations
 - Other reality factors: age, experience, qualifications, ability, physical characteristics, etc...
 - Everyone faces real world restrictions.



WORKING

Career Success for the 21st Century

by Larry J. Bailey

Click on the title below to view the presentation for the next chapter.

CHAPTER 13

INFORMATION ABOUT YOUR SELF