

Career Decision Making

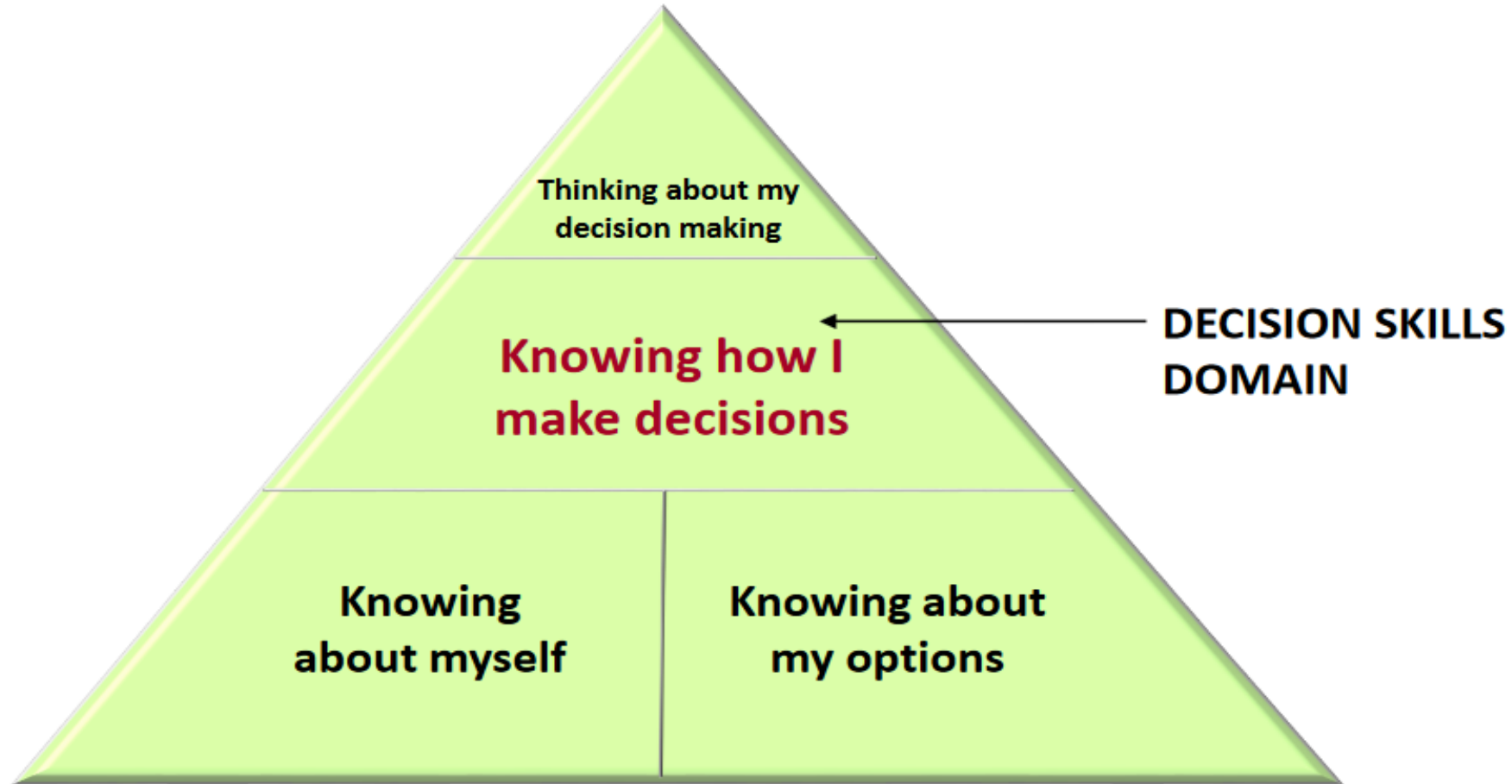
Prepared by Dr. Ahmad AL-Naimi

Lecture 4



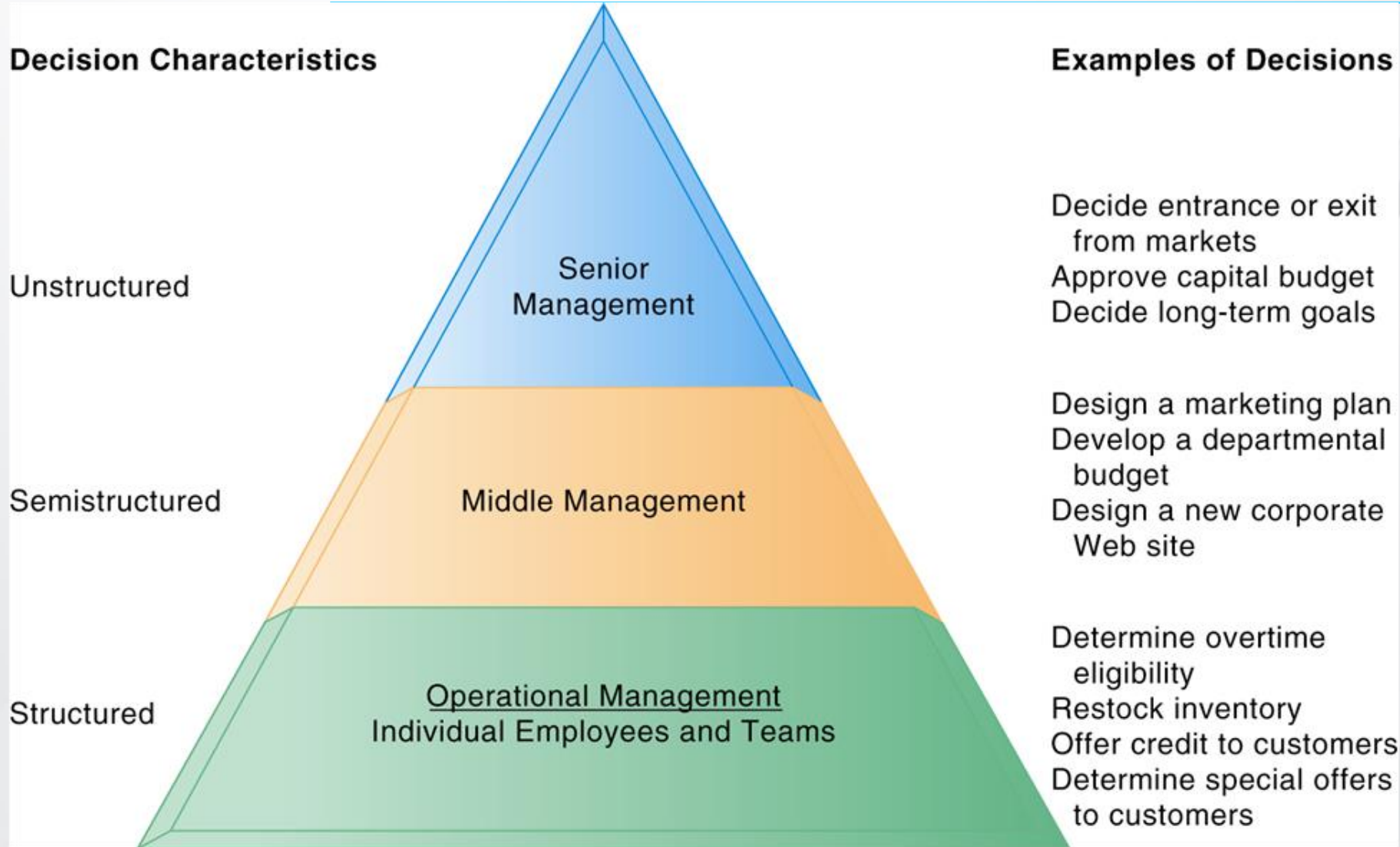
Process & Ethics

Pyramid of Information Processing



Decision-Making Skills—CIP Pyramid.
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Kinds of Decision Makers



How do these relate to the type of career assistance needed?

Problems in Decision Making

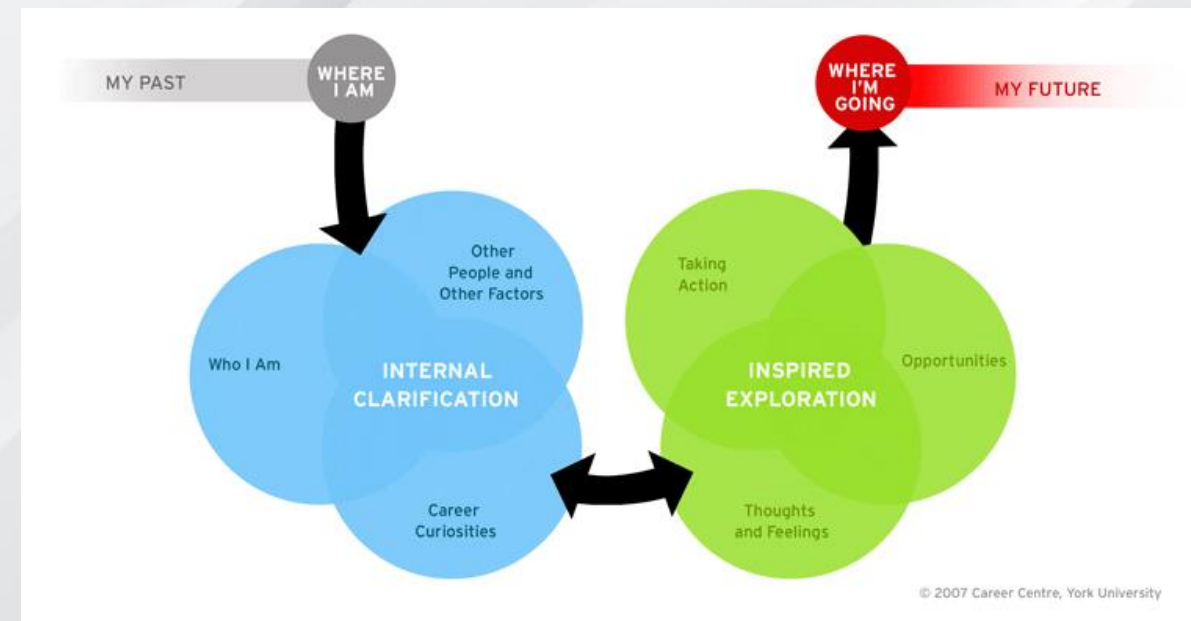
What are some examples from each of these areas?

- ❖ **Personal:** a fear of failure and lack of information, to conditions, such as aboulomania, depression, and ADHD.
- ❖ **Family:** Age, gender, marital status, educational level and income seem to influence the level of family influence and control in decision-making.
- ❖ **Society:** Poverty, unemployment, unequal opportunity, racism, and malnutrition are examples of social problems. So are substandard housing, employment discrimination, and child abuse and neglect.

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?

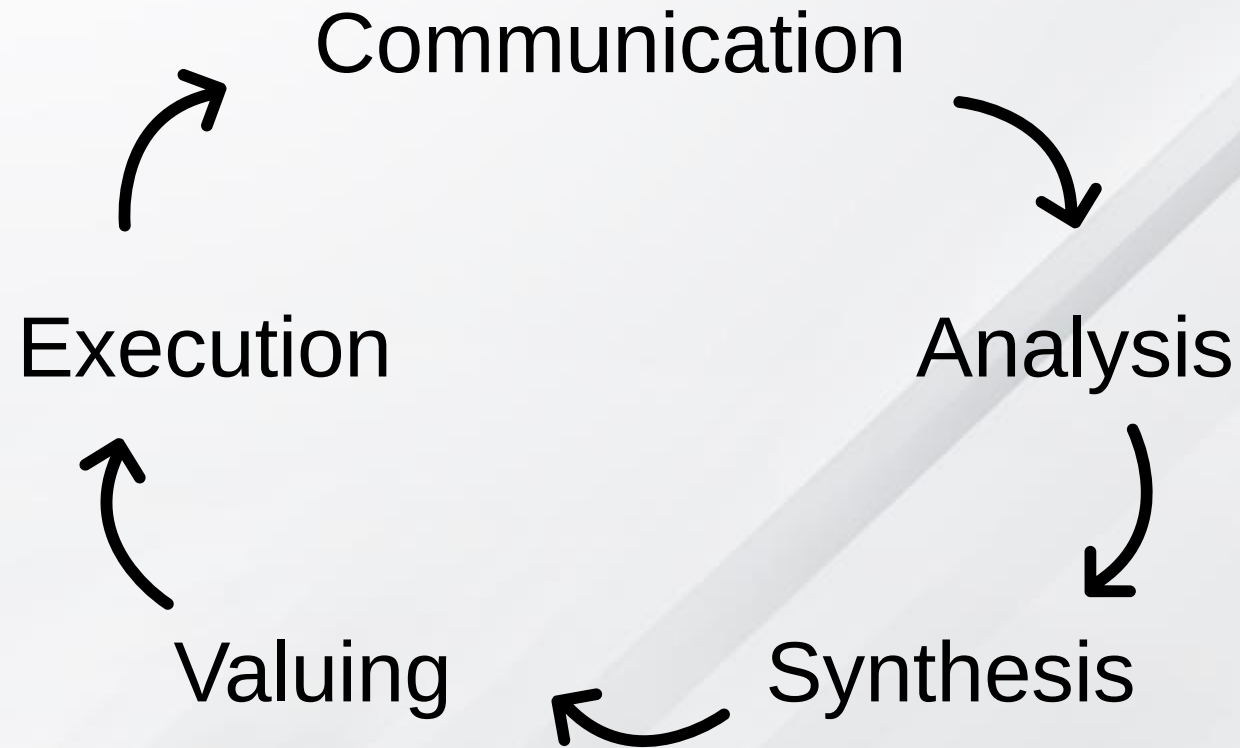


Decision Making Processes

1. Recognizing a “gap”
2. Analyzing its causes
3. Producing ways to remove the gap
4. Choosing an option to remove the gap
5. Developing a strategy for implementing the choice
6. 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

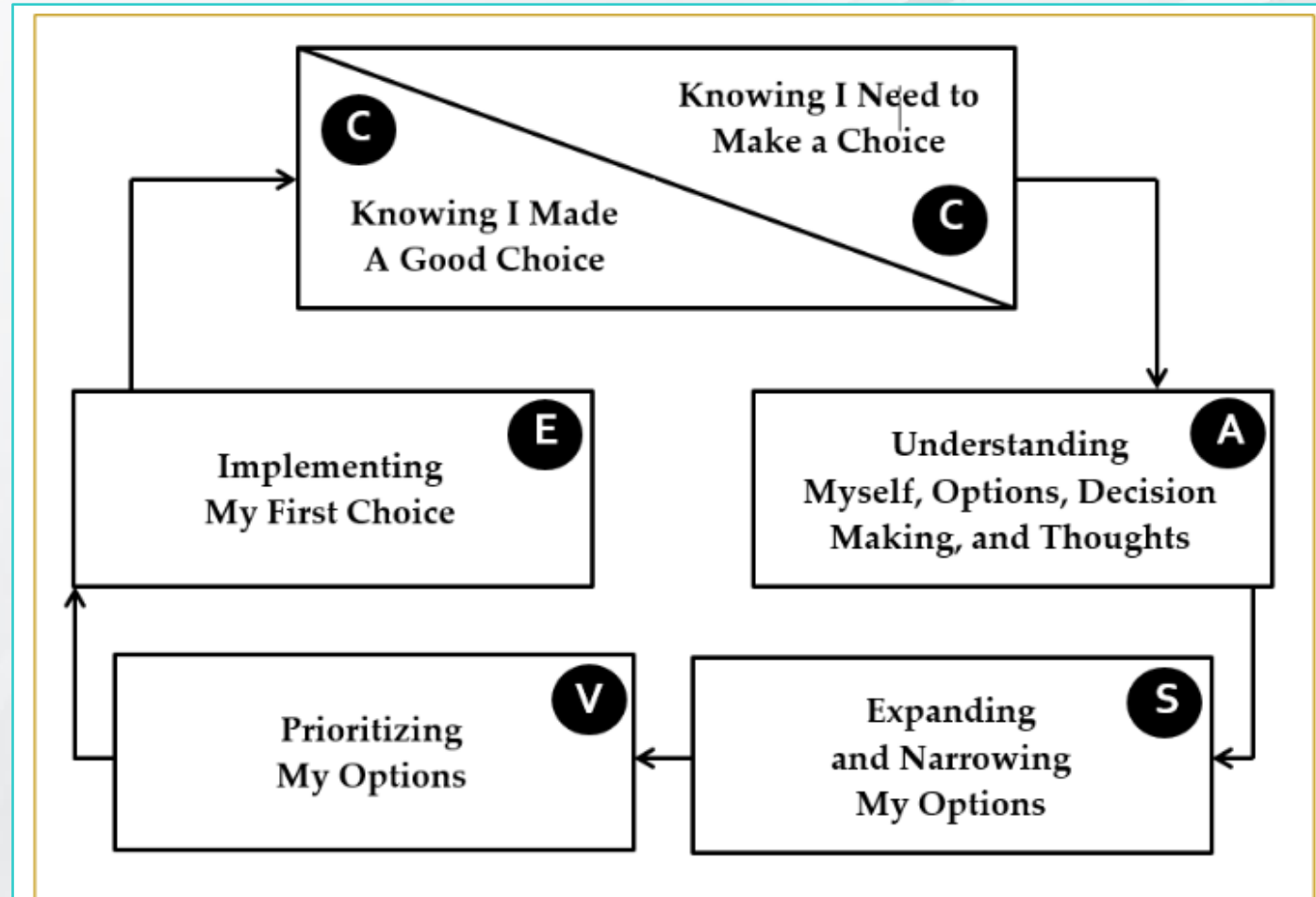


The CASVE cycle allows individuals and practitioners to systematically find solutions for career problems from identification of a problem through establishing a plan of action and evaluating the decision.

CASVE Cycle (Decision Making)

The first stage of the CASVE Model is

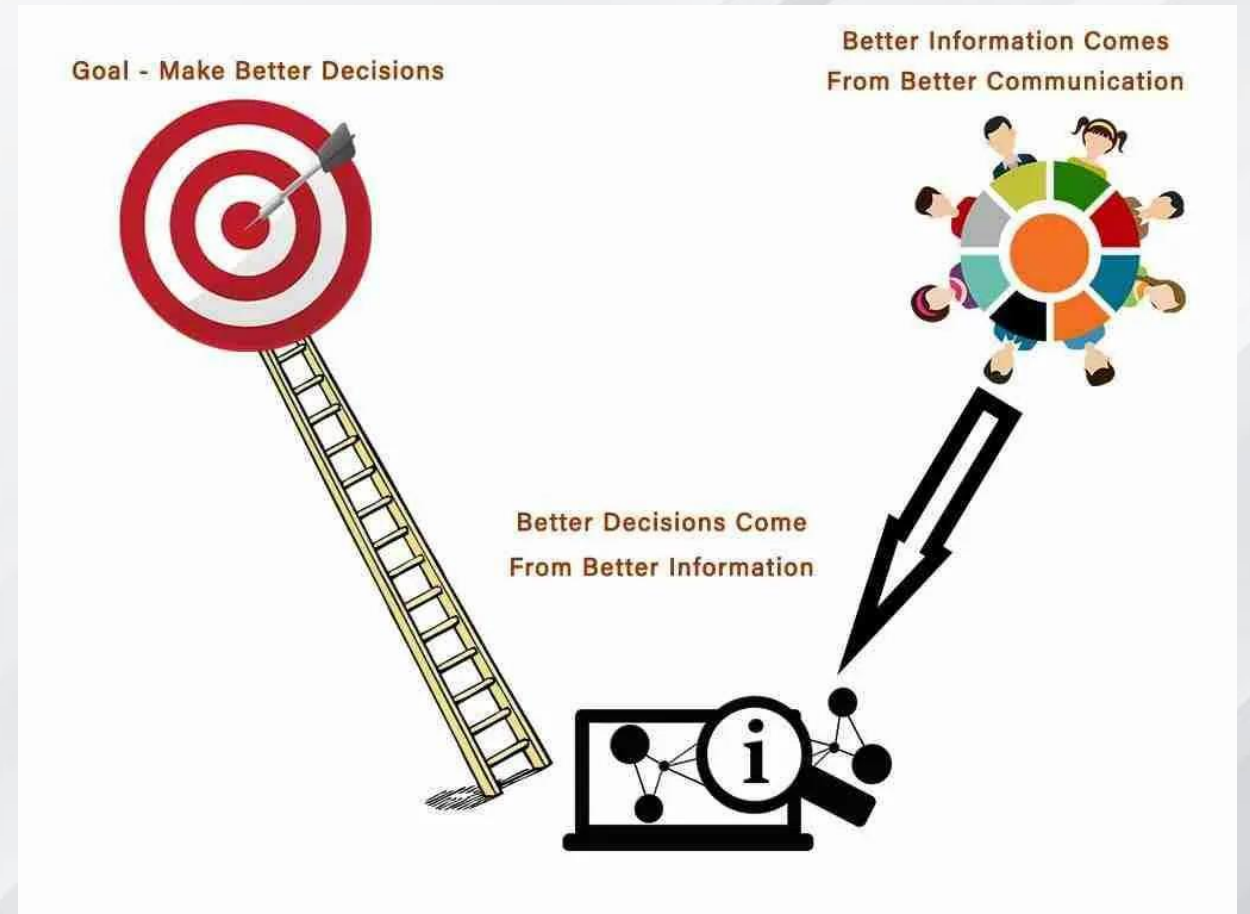
- communication (C)
- analysis (A)
- synthesis (S)
- valuing (V)
- execution (E)



A Guide to Good Decision Making. *Career Development Quarterly*. Reprinted by permission. National Career Development Association.

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

Internal factors that affect decision making include attitude , emotions , and ethics . Attitude is how you react when faced with making a decision . It is best to have a positive attitude because it often helps one see more options as well as make decision making easier .

Communication

External Conditions:

- 1) Event**
- 2) Significant others**

External factors are those that stem from your surroundings. External factors may include expectations from your family, friends, cultural or gender stereotypes and family responsibilities. These factors can influence decision-making in a positive or negative

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 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



Synthesis

What can I do to solve the gap?

Goal: avoid missing alternatives while not becoming overwhelmed with options

Synthesis provides valuable insights for decision-making and learning in your organization. It enables you to assess the performance, effectiveness, efficiency, relevance, and sustainability of your program, as well as identify the strengths, weaknesses, opportunities, and challenges.

Expanding & Narrowing My Options

❖ Synthesis **Elaboration**

- ❖ Brainstorming to expand list of possible options

❖ Synthesis **Crystallization**

- ❖ Reduce list to 3 – 5 options

It will give you a better understanding of what it's like to work in a particular field and help you determine the right fit

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

At its core, value-based decision making revolves around the idea of aligning decisions with the fundamental values and principles of an organization. It takes into consideration not only short-term gains but also the long-term implications of choices on stakeholders, employees, customers, and the community 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?

Just as preparation is the key to success, execution is the key to preparation. When team members complete all the tasks that you gave to them, or exceed expectations, then a business can succeed. To do that, you can properly communicate the goals and expectations to your team members.

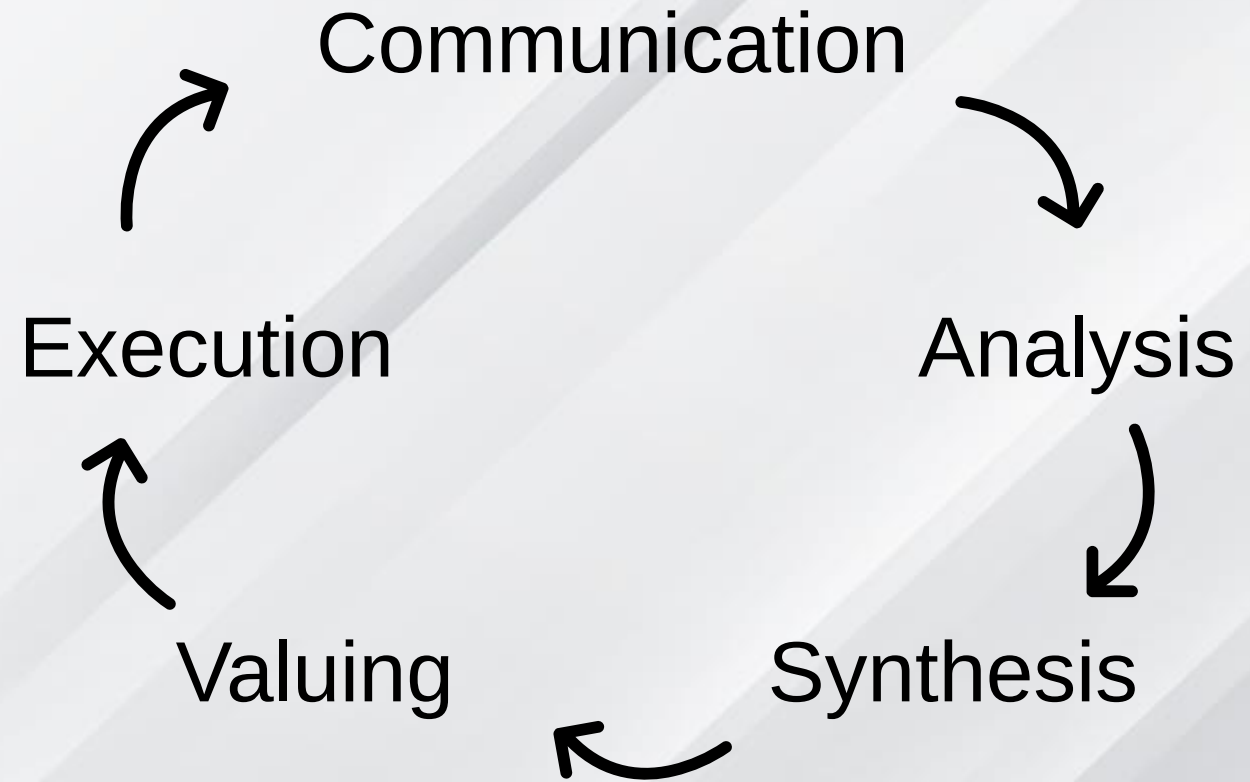
Improving Career Decision Making

- ❖ 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*, Observe other successful decision makers
 - ❖ Conduct information interviews, read biographies
- ❖ Reflect on where you are in the CASVE cycle



Ethics and Morality

- **Ethics** is a set of moral principles and a code for behavior that govern an individual's actions with other individuals and within society.

Approaches to ethical decision making

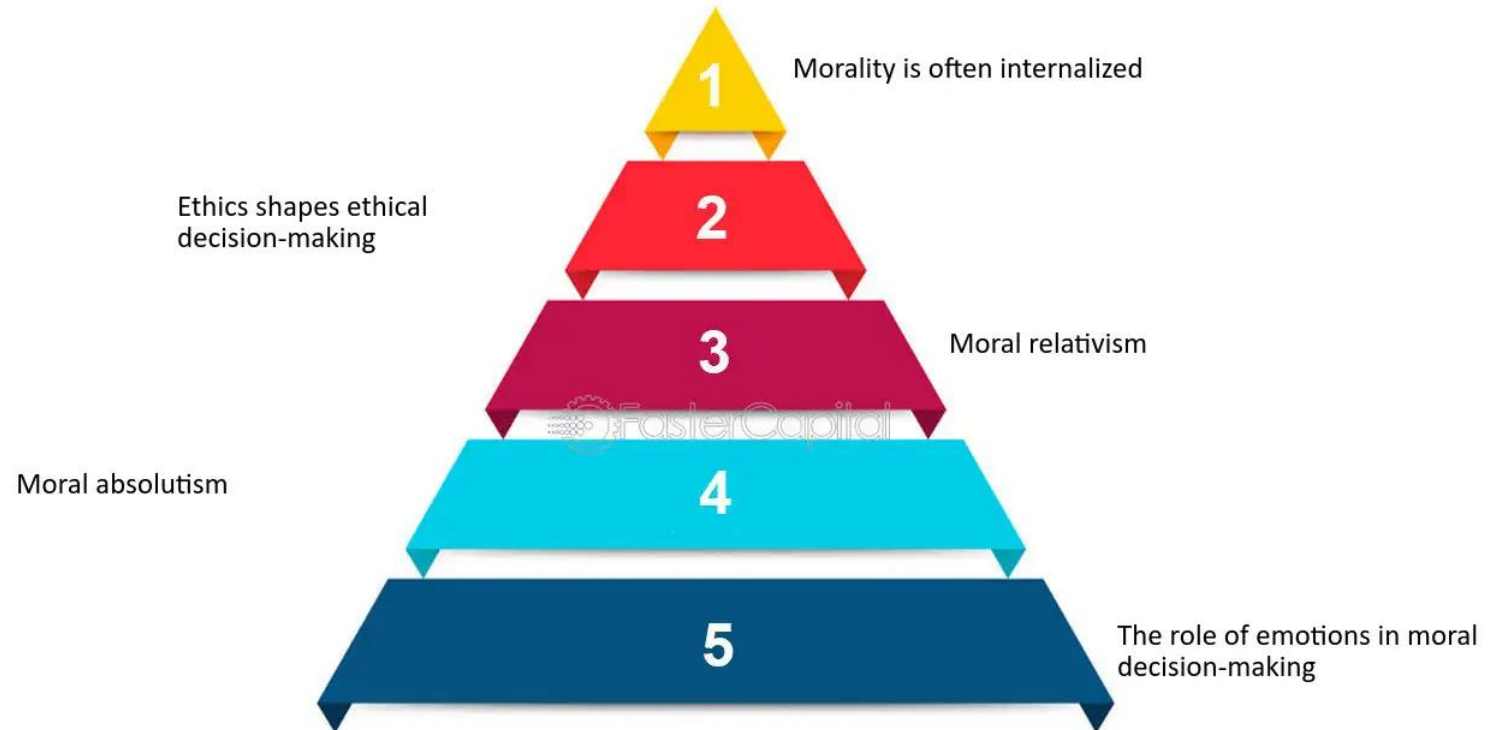


Every day, we face ethical decisions that highlight our values and moral compass.

Many ethicists and philosophers have suggested five factors on which ethical standards should be based. We discuss the five universal approaches to ethical decision making here.

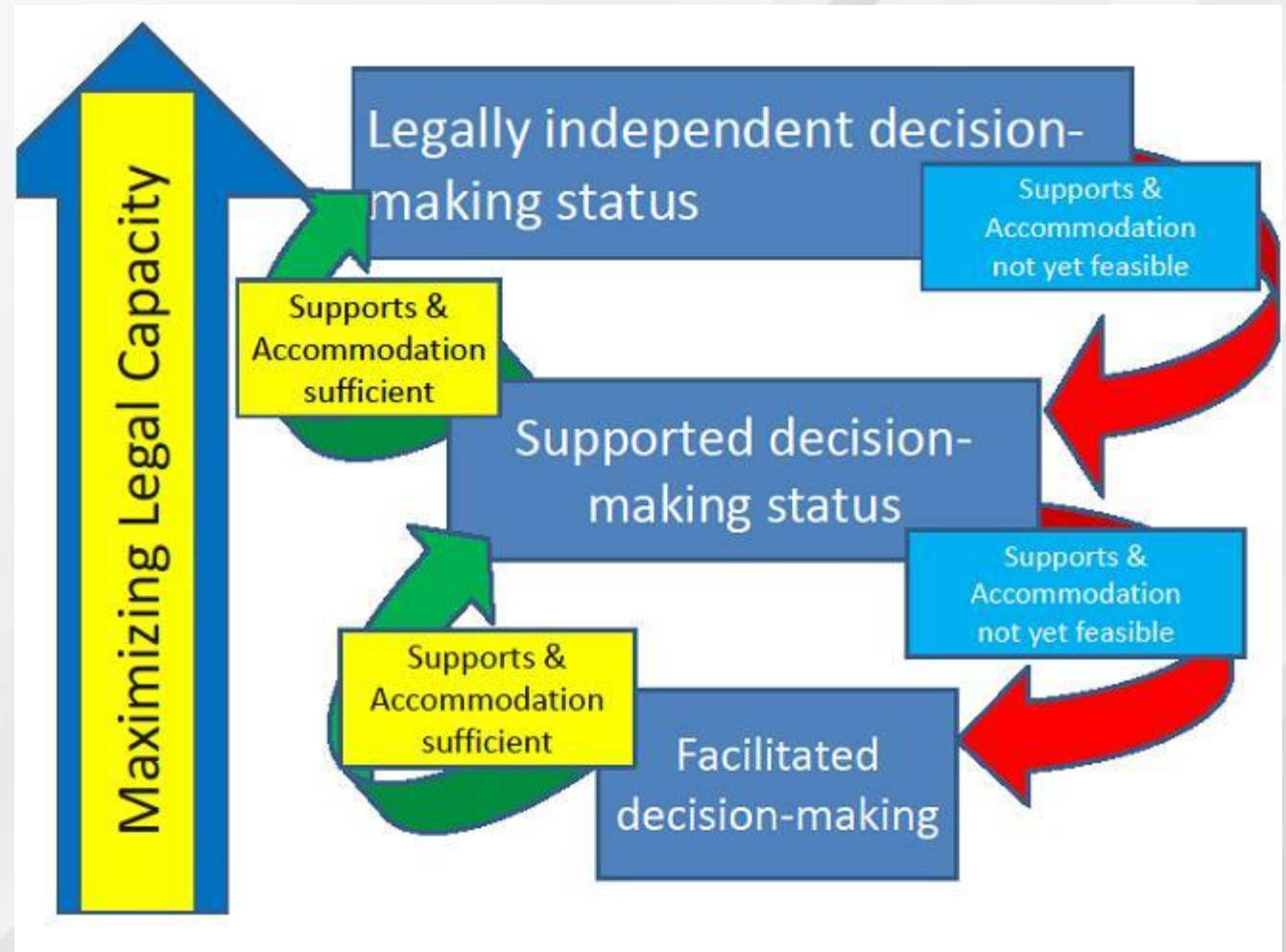
Morality is what people believe to be right and good, while ethics is a critical reflection about morality.

Understanding Morality and Ethics



Law in decision Making

- Laws are brought about by tension, agitation and conflict by dramatic situations.
- Laws are societal rules or regulations that are obligatory to observe.



Law Conti.

- Laws protect the welfare and safety of society, resolve conflicts, and are constantly evolving.
- Laws have governed the practice of medicine for over one hundred of years.



Bioethics

- Bioethics refers to the moral issues and problems that have arisen because of modern medicine and medical research.
- Issues in bioethics are usually *life-and-death issues!*
- Ethical and bioethical principles can be personal, organizational, institutional or worldwide.

Bioethics

1. Deals with the questions relating to the appropriate use of new technologies



2-Where can be different choices made after ethical reflection.



3. Includes both medical ethics and environmental ethics, and problems of different scales.



4. Is learning how to balance different benefits, risks and duties.

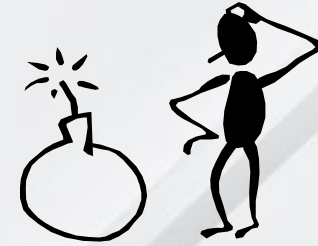


5. Concepts can be seen in literature, culture, philosophy, and religion.

Comparing Law and Ethics

- Law, ethics, and bioethics are different but related concepts.
- Laws are mandatory to which all citizens must adhere or risk civil or criminal liability.
- Ethics relate to morals and help us organize complex information and competing values and interests to formulate consistent and coherent decisions.

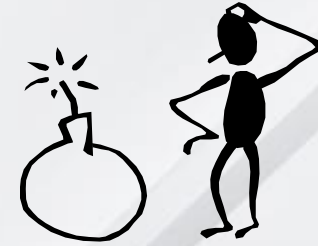
Ethical Dilemma



Value conflicts, no clear consensus as to the “right” thing to do. A conflict between moral obligations that are difficult to reconcile and require moral reasoning.



Ethical Dilemma



Situations necessitating a choice between two equal (usually undesirable) alternatives.



Ethical Issues in Modern Healthcare

In modern healthcare and research, value conflicts arise where often there appears to be no clear consensus as to the “Right thing to do.” These conflicts present problems requiring moral decisions and necessitates a choice between two or more alternatives.

Examples:

- Should a parent have a right to refuse immunizations for his or her child?
- Does public safety supersede an individual's, right?

Ethical Questions, Cont.

- Should children with serious birth defects be kept alive?
- Should a woman be allowed an abortion for any reason?
- Should terrorists be tortured to gain information possibly saving hundreds of lives?
- Should health care workers be required to receive smallpox vaccination?
- Who should get the finite number of organs for transplantation?

Ethical Theories: Ideas and Actions

- Deontology (duty)
- Consequentialism (actions)
- Virtue Ethics/Intuition (morals and values)

Beliefs

- Rights Ethics (individuality and the American culture)

Ethical Theories

- There are five principles to an ethical decision:
 1. **autonomy** (to allow individuals to make their own choice),
 2. **justice** (to treat people in accordance with their needs),
 3. **beneficence** (decisions should be based on one's maximum good),
 4. **nonmaleficence** (to cause no harm), and
 5. **fidelity** (to remain faithful and loyal in the process.

autonomy:

For autonomy to be meaningful, a competent individual's decisions should be respected even when those decisions conflict with what others believe to be reasonable. Autonomy includes, but is not limited to, having the freedom to make decisions about our own health care, finances, and living arrangements.

justice

The justice ethical principle states that decision makers should focus on actions that are fair to those involved. This means that ethical decisions should be consistent with the ethical theory unless extenuating circumstances that can be justified exist in the case.

- **Beneficence**

The principle of beneficence guides the ethical theory to do what is good. This priority to "do good" makes an ethical perspective and possible solution to an ethical dilemma acceptable.

- **Nonmaleficence**

Nonmaleficence is the obligation of a physician not to harm the patient. This simply stated principle supports several moral rules – do not kill, do not cause pain or suffering, do not incapacitate, do not cause offense, and

Fidelity

Fidelity addresses a person's responsibility to be loyal and truthful in their relationships with others. It also includes promise keeping, fulfilling commitments, and trustworthiness





Thank You