

# Career Prep 7: Career Pathways and Clusters Course Description & Learning Objectives

#### **Overview**

The average adult makes 35,000 conscious decisions every day.

(Graff, 2018)

If the above statement is accurate, that is equivalent to billions of decisions over a lifetime for each and every person. **Billions.** 

Now stop and think about how many decisions it takes to possibly negatively affect a person's career, or their relationships with others, or even their entire life?

Out of all those billions of decisions - it only takes one poor decision to ruin a person's reputation or future. **One.** 

With this in mind, how important are decisions? According to the Oxford Dictionary:

A **decision** is the action or process of deciding something or of resolving a question.

We conduct this process consciously and subconsciously. Every day we will face several scenarios that will require us to make a decision. Some decisions will be informal and others, formal.

There are six typical steps in the approach to making a decision:

- 1. Defining the problem
- 2. Brainstorming
- 3. Listing all the alternatives
- 4. Evaluating each alternative
- 5. Identifying consequences to each alternative, and
- 6. Proposing a solution

There are some people who have a difficult time with employing these techniques before making a poor decision. Most of the time, we fail at taking time to analyze the situation. Life happens in a flash and now that we feel the world's questions can be answered in one second on a smartphone, we sometimes fail to think things through.

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But think - what would happen if we simply stopped to use a decision-oriented technique for making our decisions instead of just basic intuition, gut feelings, or erratic behaviors. Often times, the technique of stopping to write our options down can help settle many of our inconsistencies pertaining to decisions.

In this course, we will talk about 4 types of decision-making techniques below that we can employ, as well as other factors that impact our decision-making processes:

- Directive Decision Making
- Analytic Decision Making
- Conceptual Decision Making
- Behavioral Decision-Making

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#### WHAT STYLE DECISION MAKER ARE YOU?

# DECISION-MAKING STYLE MATRIX

#### **AMBIGUITY**

### **ANALYTICAL**

- Committed to finding the best answer
- Enjoys problem solving
- Comfortable with large amounts of information and data
- Innovative
- Thrives on control
- Will take as long as needed to find the best option
- Enjoys variety and new challenges

### CONCEPTUAL

- Achievement oriented
- Creative
- Comfortable with "What ifs"
- Generally openminded with a broad outlook
- Humanitarian/conscious of how decision will affect others
- · Thinks in the future
- Enjoys coming up with new ideas

# **DIRECTIVE**

- Driven by results
- Relies primarily on rules and processes
- Aggressive nature
- Prefers to make decisions alone
- Intuitive nature
- Typically reacts quickly and doesn't like to dwell on decisions
- Strong verbal communicator
- Informs people once a decision is made

## **BEHAVIORAL**

- Generally supportive; a team player
- Empathetic nature
- · Looks to others for advice
- Gets buy in from stakeholders before making a decision
- Persuasive nature
- Good communicator
- Relies on implied data (e.g. "reading" people)

#### **STRUCTURE**

TASK/TECHNICAL

PEOPLE/SOCIAL

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