

Think More, Be More, Improving Career Decision Making Skills

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Constructive Career and Life Designs





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1. Introduction to Higher Order Thinking Skills
2. Create more depth to our Career Decision Making
3. Use Higher Order Thinking to examine career theory- Identify gaps

- What are Your Favorite Career Development Theories or Models to use with your clients?
- What do you think are the strengths and the weaknesses for each theory or model?

(Parsons, 1900
P.4)
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“(Young people) generally drift into some line of work by chance, proximity, or uninformed selection; and the high percentage of inefficiency and change experienced by many employers in their working force, and the cost it entails in employment expense, waste of training, and low-grade service, ... are largely due to the haphazard way in which young (people) drift into employments, with little or no regard to adaptability, and without adequate preparation, or any definite aim or well-considered plan to insure success. “



“**Higher-order thinking**, known as **higher order thinking skills (HOTS)**, is a concept of [education reform](#) based on learning [taxonomies](#) (such as [Bloom's taxonomy](#)). The idea is that some types of learning require more cognitive processing than others, but also have more generalized benefits. In Bloom's taxonomy, for example, skills involving analysis, evaluation and synthesis (creation of new knowledge) are thought to be of a higher order, requiring different learning and teaching methods than the learning of facts and concepts.

Higher-order thinking involves the learning of complex judgmental skills such as [critical thinking](#) and problem solving. Higher-order thinking is more difficult to learn or teach but also more valuable because such skills are more likely to be usable in novel situations (i.e., situations other than those in which the skill was learned).”

https://en.wikipedia.org/wiki/Higher-order_thinking

“Bloom's Taxonomy classifies cognitive performances into 6 major headings arranged from simple to complex- Anderson and Krathwohl revised the taxonomy in 2001:

1. *Remember – (Gather data and then) recall facts and concepts*
2. *Understand- Comprehension and Construct own meaning. Processes- include interpreting, exemplifying, classifying, summarizing, inferring, comparing, explaining*
3. *Apply – execute or implement a procedure*
4. *Analyze- break information into parts, look at how parts relate. Processes include: differentiating, organizing, attributing*
5. *Evaluating- Judging the value of material and methods for given purposes, based on criteria. Includes: checking and critiquing*
6. *Create- Putting disparate elements together to form a new whole, or reorganizing elements to form a new structure. Processes include: generating, planning, and producing.” (Brookhart, 2010, P. 41)*

Our clients become:

- Stronger career decision makers
- Better career planners
- More informed employees
- Happier, more successful workers

Helps our society, schools and workplaces because:

- Reduce the amount of time people spend disengaged at school and at work
- Increase productivity and profits for organizations



“In the wise choice of a vocation there are three broad factors:

- 1. A clear understanding of yourself, your aptitudes, abilities, interests, ambitions, resources, limitations, and their causes.*
- 2. A knowledge of the requirements and conditions of success, advantages and disadvantages, compensation, opportunities, and prospects in different lines of work*
- 3. True reasoning on the relations of these two groups of facts.” (Parsons 1900, p.5)*

Have you found out in what direction your chief abilities lie, in what line you are best adapted to achieve success...(P16.)

Why understanding business and industry is so important:

- Competing Globally
- Better understand how we can be of service to the workplace
- Helps us find more satisfying work
- See more work opportunities specifically suited to us

The Changing Workplace:

- Need to know about factors impacting the workplace
- Keep up with industry
- Recognize potential Opportunities

“Higher Order Thinking as:

- Transfer- the Transfer of Knowledge
- Critical Thinking-thinking focused on what to believe or do
- Problem Solving- a problem is a goal that cannot be met with a memorized answer- many problems are open ended” (Brookhart, 2010 p. 4-7)

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