

Donošenje odluka



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Razumijevanje planiranja i organizacije

Definicija odlučivanja u kontekstu upravljanja karijerom

Proces donošenja odluka

Kako vještine donošenja odluka doprinose uspjehu u karijeri i osobnom rastu



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Zajednički izazovi u donošenju odluka

- Prekomjerno promišljanje i paraliza analize
- Strah od neuspjeha
- Utjecaj na očekivanja drugih
- Nedostatak informacija
- Prekomjerno oslanjanje na društvene mreže za donošenje odluka o karijeri
- Pritisak za postizanje trenutnog uspjeha
- Usklađivanje osobnih težnji s društvenim očekivanjima



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Stilovi odlučivanja

- Različiti pristupi: intuitivni, racionalni, emocionalni
- Prepoznavanje osobnih preferencija
- Strategije prilagodljivog odlučivanja



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Analitičko odlučivanje

- Opis: Analitičko odlučivanje uključuje pažljivo prikupljanje i analizu podataka kako bi se donijeli informirani izbori.
- Karakteristike: Metodičan, sustavan, oslanja se na činjenice i brojke.
- Primjer: **Generacija Y** opsežno istražuje različite karijere prije odabira specijalizacije.



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Intuitivno donošenje odluka

- Opis: Intuitivno donošenje odluka oslanja se na intuitivne osjećaje, instinkte ili nesvjesno znanje za vođenje izbora.
- Karakteristike: Brzo, instinktivno, oslanja se na intuiciju i "osjećaj utrobe".
- Primjer: Poduzetnik generacija Y vjeruje svojim instinktima kada odluči iskoristiti rizičnu priliku za pokretanje.



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Suradničko donošenje odluka

- Opis: Suradničko donošenje odluka uključuje savjetovanje i uključivanje drugih u proces donošenja odluka.
- Karakteristike: Uključuje timski rad, izgradnju konsenzusa, razmatra različite perspektive.
- Primjer: Voditelj projekta generacije Y održava sastanke tima kako bi prikupio informacije prije donošenja strateške odluke.



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Donošenje odluka vođeno emocijama

- Opis: Na donošenje odluka na temelju emocija prvenstveno utječu osjećaji, želje ili emocionalne reakcije.
- Karakteristike: Strastven, subjektivan, vođen emocionalnim odgovorima.
- Primjer: generacija Y odabire put karijere na temelju svoje osobne strasti, a ne logičkih razmatranja.



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Donošenje odluka u suprotnosti s rizikom

- Opis: Odlučivanje bez rizika usmjereno je na minimiziranje potencijalnih gubitaka ili negativnih ishoda.
- Karakteristike: Oprezan, konzervativan, daje prioritet sigurnosti i stabilnosti.
- Primjer: generacija Y odlučuje se za stabilan posao s predvidljivim prihodima, a ne za poduzetničke pothvate.



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Strategije prilagodljivog odlučivanja

- Opis: Prilagodljivo donošenje odluka uključuje prilagođavanje strategija na temelju promjenjivih okolnosti ili povratnih informacija.
- Karakteristike: Fleksibilan, osjetljiv, uči iz iskustva.
- Primjer: generacija Y prilagođava svoje ciljeve i planove karijere na temelju tržišnih trendova i osobnog rasta.



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Etičko odlučivanje

- Opis: Etičko odlučivanje daje prioritet vrijednostima, načelima i moralnim razmatranjima pri odabiru.
- Karakteristike: Vođen integritetom, razmatra utjecaj na druge i društvo.
- Primjer: generacija Y procjenjuje mogućnosti zapošljavanja na temelju etičkih praksi tvrtke i korporativne društvene odgovornosti.



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Okvir za učinkovito donošenje odluka

Korak 1: Definirajte ciljeve karijere i ciljeve

Korak 2: Istražite i prikupite relevantne informacije

Korak 3: Procijenite alternative i potencijalne ishode

Korak 4: Donosite informirane odluke usklađene s osobnim

vrijednostima

Korak 5: Razmislite o odlukama i prilagodite strategije prema

potrebi



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Preuzimanje rizika i otpornost

- Pristup riziku generacije Y u donošenju odluka
- Važnost otpornosti u suočavanju s preprekama
- Strategije za upravljanje strahom od neuspjeha



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Suradničko donošenje odluka

Prednosti uključivanja drugih u odluke

Dinamika tima i ishodi odluka

Savjeti za učinkovitu suradnju



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Razmišljanje o odlukama

- Važnost samorefleksije u učenju
- Učenje iz uspjeha i neuspjeha
- Tehnike reflektivne prakse



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Kontinuirano poboljšanje

- Razvijanje vještina donošenja odluka tijekom vremena
- Učenje iz iskustava i povratnih informacija
- Postavljanje SMART ciljeva za osobni rast



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ZAKLJUČAK

Sažetak ključnih točaka o donošenju odluka za generaciju Y

Poticanje primjene naučenih strategija

Završne napomene i poziv na akciju



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