

Decision-Making



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Understanding Planning and Organizing

Definition of decision-making in the context of career management

Process of making decisions

How decision-making skills contribute to career success and personal growth



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Common Challenges in Decision-Making

- Overthinking and analysis paralysis
- Fear of failure
- Influence of others' expectations
- Lack of information
- Overreliance on social media for career decisions
- Pressure to achieve instant success
- Balancing personal aspirations with societal expectations



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Decision-Making Styles

- Different approaches: intuitive, rational, emotional
- Recognizing personal preferences
- Adaptive decision-making strategies



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Analytical Decision-Making

- Description: **Analytical decision-making** involves gathering and analyzing data meticulously to make informed choices
- Characteristics: Methodical, systematic, relies on facts and figures.
- Example: GEN Y researches various career paths extensively before selecting a specialization.



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Intuitive Decision-Making

- Description: Intuitive decision-making relies on gut feelings, instincts, or unconscious knowledge to guide choices.
- Characteristics: Quick, instinctual, relies on intuition and "gut feeling."
- Example: A GEN Y entrepreneur trusts their instincts when deciding to pursue a risky startup opportunity.



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Collaborative Decision-Making

- Description: Collaborative decision-making involves consulting and involving others in the decision-making process.
- Characteristics: Involves teamwork, consensus-building, considers diverse perspectives.
- Example: A GEN Y project manager holds team meetings to gather input before making a strategic decision.



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Emotion-Driven Decision-Making

- Description: Emotion-driven decision-making is influenced primarily by feelings, desires, or emotional reactions.
- Characteristics: Passionate, subjective, driven by emotional responses.
- Example: A GEN Y chooses a career path based on their personal passion rather than logical considerations..



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Risk-Averse Decision-Making

- Description: Risk-averse decision-making focuses on minimizing potential losses or negative outcomes.
- Characteristics: Cautious, conservative, prioritizes security and stability.
- Example: A GEN Y opts for a stable job with predictable income rather than pursuing entrepreneurial ventures.



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Adaptive Decision-Making

- Description: Adaptive decision-making involves adjusting strategies based on changing circumstances or feedback.
- Characteristics: Flexible, responsive, learns from experience.
- Example: A GEN Y adjusts their career goals and plans based on market trends and personal growth.



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Ethical Decision-Making

- Description: Ethical decision-making prioritizes values, principles, and moral considerations in choices.
- Characteristics: Integrity-driven, considers impact on others and society.
- Example: A GEN Y evaluates job opportunities based on the company's ethical practices and corporate social responsibility.



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Framework for Effective Decision-Making

Step 1: Define career goals and objectives

Step 2: Research and gather relevant information

Step 3: Evaluate alternatives and potential outcomes

Step 4: Make informed decisions aligned with personal values

Step 5: Reflect on decisions and adjust strategies as needed



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Risk-Taking and Resilience

- GEN Y approach to risk in decision-making
- Importance of resilience in facing setbacks
- Strategies for managing fear of failure



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Collaborative Decision-Making

Benefits of involving others in decisions

Team dynamics and decision outcomes

Tips for effective collaboration



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Reflecting on Decisions

- Importance of self-reflection in learning
- ‘Learning from both successes and failures
- Techniques for reflective practice



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Continuous Improvement

- Developing decision-making skills over time
- Learning from experiences and feedback
- Setting SMART goals for personal growth



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CONCLUSION

Recap of key points on decision-making for GEN Y

Encouragement for applying learned strategies

Closing remarks and call to action



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