

# Challenges and Perspectives in Decision Making -A Device for Career Progress

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## Abstract

*The primary step in making a career decision is a self assessment. An In-depth knowledge of one's attitude, skills, principles, etc., is necessary for choosing one's career. A good decision needs to be made at an appropriate time, which requires adequate skills. Every career requires skills and developing skills which have to be updated from time to time as a continuous process. Before choosing a career, one has to not only focus on the benefits but also make a self assessment to check whether one's qualification and aptitude suit the chosen profession. From the beginning to the end, the decision-making process needs to be balanced between fundamentals such as selection from various options and availability of opportunities. This article attempts to demonstrate through suitable models evolved and live case examples as to how one can assess career opportunities and take prudent decisions.*

**Keywords:** Gooddecision-attitude-skills-principles-assessment-developing-opportunities-selection

## Introduction

Decision making is an important device for one's development. It involves Assessment of various choices after making systematic investigating working pattern. A complete understanding of one's potential, strengths, resources, knowledge, etc., is also needed for decision-making. In the present scenario, there is a clash between parents' desires and children's ambitions. Some parents want their children to excel in the competitive world, and so they burden their children with their aspirations. They withdraw the children to the joy of fulfilling their own dreams and ambitions. The child's abilities and interests should be taken into consideration while planning for a career or taking a decisions about their career.

Career Decision making is just doing self assessment, an in-depth knowledge of one's aptitude, skills, principles, likes, etc., is very much necessary. The assessment, along with the suitable qualification, will help an individual excel in the chosen career. There should be close link between

one's interest and the career, as this is essential for personal fulfillment. Abilities are one's capabilities or talents or areas in which one will be able to perform better.

To excel in a successful career, right decisions need to be made at an appropriate time, and this requires adequate skills. Wrong decisions will only bring failures and disappointments. The logical conclusion of various decisions, combined with the natural behavior of an individual, need to be thoroughly examined.

The decision –making process depends on four popular proportions – Thinking, Feeling, Extroversion and introversion, judgment and perception, sensing and intuition (Myer's – The Behaviorist)

A few problems which may be faced during Decision making are:

Being Optimistic and overlooking the negative side.

i. Unwillingly getting an opinion from the person concerned.

- ii. Considering the facts that are favorable to the decisions and neglecting those that are unfavorable to different decisions.
- iii. Peer pressure to conform to the choices held by the group.
- iv. Using the same cognitive patterns that were used in the past .
- v. Selecting the alternative that seems to be feasible without considering the other alternatives.

**Decision Making – Effectively for Career**

Every career requires training and education to acquire skills and developing skills is a lifetime process. These skills can be developed by reading books and attending workshops, seminars, etc. In selecting career, it is good to consult an expert, Mentor or trainer. Information regarding various careers can be accessed from newspapers, web, employment consultants, etc. Career experience can be obtained through part-time jobs, internship programs etc.,

The following case illustrates how appropriate decision –Making has helped an individual to succeed. Mr. Nikhil was an average student in his school days and managed to scrap through his board exams, As result of pressure from his parents he was compelled to take up statistics for his degree program and was misfit in this stream, due to inadequate domain knowledge. Unable to cope with the expected standards, he found life miserable. Repeated failures and poor performance caused stress. Then he started making a self- assessment and realized that statistics was not discipline of his interest. This was the decision made by his parents in which he just had a secondary role. After a deep assessment, Mr. Nikhil realized that he had an aptitude and interest for Computers. Therefore before shifting from statics to computers, Mr. Nikhil made SWOT analysis (Shown in table 1) which is devise to make assessment of one’s Strengths, Weakness, Opportunities and Threats.

<b>SWOT Assessment of Mr. Nikhil</b>	
<p style="text-align: center;"><b>Strengths</b></p> <ul style="list-style-type: none"> <li>i. Interest in computers.</li> <li>ii. Good course for fast career development</li> </ul>	<p style="text-align: center;"><b>Weaknesses</b></p> <ul style="list-style-type: none"> <li>iii. No interest in numbers and numerical</li> <li>iv. Repeated failures</li> <li>v. Poor self image &amp; bad performance</li> </ul>
<p style="text-align: center;"><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>vi. Computer industry is at swing</li> <li>vii. Excellent opportunities’ and pay packs</li> <li>viii. Better Scope of growth and Development</li> <li>ix. Fast migration to other countries</li> </ul>	<p style="text-align: center;"><b>Threats</b></p> <ul style="list-style-type: none"> <li>x. Might not be able to perform</li> <li>xi. Competition from other students</li> <li>xii. Huge course fee</li> </ul>

The swot assessment helped him to deal with his problems. He joined a computer course in another institution, and to his surprise, he realized

that there was a spark within him. His excellent performance during the course astonished his family members and friends.

Mr. Nikhil obtained campus placement and was promoted to higher position within a short span and also was awarded for his extraordinary performance. He was also set to abroad on deputation. He was awarded for his outstanding accomplishments that were par excellence. He started exploring wider Horizons and reached to top level.

On assessing the above case, it is evident that appropriate decision-making at the right time leads to success. It is clear that familial sentiments had an influence on Mr. Nikhil career choice. Initially, he took decisions that were influenced by others, rather than a thorough analysis of his own strengths. His decision-making process went through various stages before accomplishing success. He was able to perceive to need of the hour. He was not interested in the course chosen by his parents, so he became frustrated and did not show any commitment to it. H decided to change his trade. This decision has resulted in a successful career growth .Any issue, if tackled properly and efficiently, will turn into an opportunity. This sort of deliberate effort to analyze one's problems and to expect favorable results is the optimistic view adopted by a good decision –Making.

#### Who could be a good decision Maker?

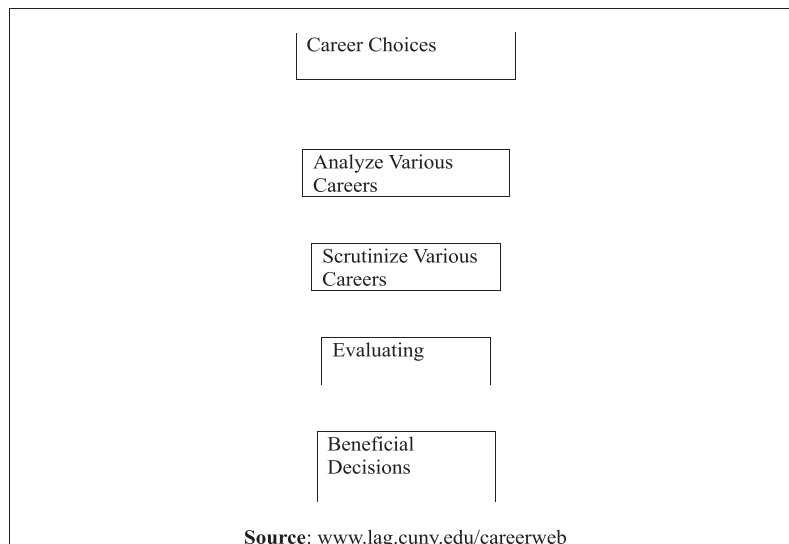
- i. Possesses flexible attitude;

- ii. Possesses good observation and listening skills.
- iii. Possesses the ability to balance among various alternatives ( analytical skills)
- iv. Possesses high Self –esteem, courage , confidence and self awareness;
- v. Capable of forming a set of opinions around the decisions
- vi. Open to new view and ideas.
- vii. Open and willing to accept feedback from others and is practical and precise.

#### Factors for Decision making – Career growth

Comparing each job with One's qualification, knowledge and aptitude can help in decision making for career growth. There are various career options, and before selecting an option, they have to be compared and considered with the factors in decision making for career growth. In selecting a career initially one has to be aware of the expected outcome from the chosen career in terms of monetary benefits, recognition, authority, popularity, security and growth, etc. Total dedication and involvement is necessary to be successful in any assignment.

#### Structure & Factors of career choice



### **Various Careers- Career Choices**

While selecting a career, each job has to be analyzed to see if it suits the individual. Thus, by such an analysis, the job that is unsuitable can be eliminated. ie if an individual is a gregarious person then a marketing or sales career can be considered, or if an individual has an aversion towards blood, a medical career can be ruled out. But, if the individual is still interested in health care various other jobs that do not deal with surgery can be considered. If the person has a good relationship quality then he/she may get into administrative services.

A career check list can be used to explore careers, take decisions and plan further action. Thus, various career options can be analyzed.

### **Comparison of Various Careers**

Using Career checklist, each available option can be compared. Preference and differences of opinion can be considered. Notes can be made for easy comparison and assessment.

### **Evaluation**

Career planning is an ongoing process, which an individual fine-tunes with knowledge and new experiences. Careers keep changing in one's life, and so planning and goal setting are essence of rewarding for decision making for career progress. Each option can be evaluated and examined in terms of elements such as proficiency, knowledge, qualification, principles, priorities, work environment, rewards, job outlook, competition, etc.

### **Beneficial decision making**

Finding a job that satisfies and fulfills all the needs and interests of an individual may be difficult, and so, instead of rejecting all, the most suited and best career option has to be selected. Then, after finding the best career, one can engaged in the pursuit of one's hobbies or interests or some voluntary services or get into some charity work for the benefit of the society. This would help in leading a satisfied life.

### **Erroneous Decision Making**

The decision –making process is based on available alternatives rather than narrowly focusing on mere chance. This case illustrates how Ms. Neha met with constant failures in her job. She was an outstanding student in her academics and her friends considered her as role model. The college was proud of her extraordinary performances and she was awarded for her excellent accomplishments. The shift from campus to corporate had traumatized her, and she was not able to maintain her performance level in the work environment. This failure led to internal conflict and she was not able to find out the cause for her breakdown.

Hence Ms. Neha needed professional help to asses her situation. On seeking such help, it was clearly evident that it was her over confidence that prevented her from proper career planning. She accepted the first job offered without evaluating the suitability of the job to her aptitude. Based on her excellent record she was offered competent job where she was given the authority to make decisions. She was stuck and was unable to progress because of her inefficiency in decision making. The problem was due to the fact that she has always been dependent on her professors to make decisions. She lacked the capability to make a self assessment. Future, she was boosted by others as an ever successful individual.

It was evident that there was no correlation between her abilities and personality, and the selection of her career. She would have performed successfully in her career if she had planned her career so that she would have been a perfect fit.

**Decision Making** Strategy is an art and can be applied throughout one's life. This process assists beginners who start their career and also professionals who prefer to change there career .From the above case , it is clear that Decision Making is a device for career progress and should be taken after considering each and every aspect, in order to make it a successful one .From the beginning to the end , Decision Making process needs to balance between these fundamental

elements such as selection from various options, possibilities of opportunities and conditions.

Following are the factors for failures – Ms. Neha

- i. Inaccurate choice career
- ii. Overconfidence
- iii. Lack of evaluation

Challenging Decision making should always be made after analyzing the microscopic facts or else defects cannot be rectified.

**Decision Making Model**

- 1. Clearly articulate the decision that you are

trying to make in your own words

- 2. Write down the outcomes of the decision that you believe are positive.
- 3. Write down the outcomes of the decision that are negative.
- 4. In the course of writing down your positive and negative, you will probably notice that there are some outcomes that are uncertain or are too hard to predict. Write these outcomes down at the bottom of this page (Positives & Negatives)

My Decision:-----

Positive	Negative
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Positives&Negatives:\_\_\_\_\_

**Next Steps:**

- i. Conduct research about the outcomes and considerations that you are unsure about, and then add those to the Pro or Con column as appropriate.
- ii. For the outcomes that are simply too hard to predict, consider talking with other people to get their input or opinions. If possible, evaluate if the outcome is a Pro or Con and add that to your table.
- iii. As you begin to complete the table, it may become clearer if the decision you are considering is advisable or not. So you can be your best judge in taking the Right Decision.

**Conclusion**

Decision Making preference are always

changing and career requirements also keep changing. The present day career choice may be incompatible the very next year. A career may loose its charm once it attains its saturation level, and so, Decision making for career progress recapitulates many times. In order to succeed, one needs to match one’s abilities, interests, skills and values with the occupation. Based on one’s future aspirations, one has to select the stream of education and undergo supportive training. Education and training should support the needs of career. To succeed in a career one has to not only focus on the benefits but also make a self –Assessment to check whether one fits into that occupation. The right processes based on good reasoning leads to successful decision making which is a devise for career progress.

There are various psychological tests and devices available to access in Decision making. Short term and long term goals need to be considered, the availability of opportunities should be tapped in decision making. This Decision making for career progress is an elaborate and continuous process that has to be undertaken with utmost care.

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