Critical_Thinking.edited.edited.docx

by

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Critical Thinking

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Critical Thinking

Part 1

If my team hires the wrong person, critical thinking dictates that I must understand why the employee is a wrong hire, then consider how to train that person or redeploy them to a department where their expertise is valuable. My mission should guide me in making these decisions, but letting the employee go is an option if I cannot make them. If two individuals use the same data but make different conclusions, I will look at the process used to analyze the data. According to Ivanova (2019), individual biases might exist, making the two individuals not achieve similar results. Some extra steps, in this case, are to ask basic questions about the data and the hiring process, the biases that may exist, and the decision-making process while evaluating the evidence presented and keeping an open mind. The desired outcome is also considered, then we think about what we are supposed to achieve before making an informed decision (Ivanova, 2019). Also, any decision has multiple options, which are identified through critical thinking.

Part 2

I made a business decision in one of my roles without considering our external partners' market trends or input. I relied on standard practice to make the business decision, leading to poor revenues. Critical thinking could have given us better outcomes because we would have taken time to look at the various outcomes before deciding based on previous practices. Also, through critical thinking, I would have recognized the biases, false beliefs, and tendencies that can lead to me making flawed judgments. Richards (2021) argues that in such instances, the focus is not on the solution but on defining the problem at hand. The implication for not emptying my bucket is that I made a poor decision, making the business fail in meeting its

quarterly objectives because I did not understand the context of the problem. The situation's context provides more insight and takes the mind away from the mess, allowing me to link seemingly unconnected dots effectively. Some answers would have easily shown up if I had taken the effort to understand the situation clearly.

References

Ivanova, O. E. (2019). Critical thinking in the digital age: Strategies of human resource management. *Space and Culture, India*, *7*(3), 139-148.

Richards, T. (2021). Problem-Solving: Proven Strategies to Mastering Critical Thinking, Problem Solving, and Decision Making.

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