

**BOOST
TRAIN & RETAIN**

SKILL – CRITICAL THINKING
CPIP



SKILL – CRITICAL THINKING

1) **Aim** – The aim of this topic is to support people in HR but also from a wide range of companies and institutions to be aware of the major importance that critical thinking has both personally and professionally. The development of critical thinking is not only a great challenge for contemporary work environment but also a society-wide challenge.

2) Objectives

- a) To understand the concept of critical thinking and its usefulness in evaluating information
- b) To (better) select some critical thinking methods and develop the skill of working with them
- c) To create a safe environment for work

3) Content

- ❖ (Updated) definition of critical thinking: Learn to effectively define the term critical thinking
- ❖ Three key sub-areas of critical thinking: Distinguish three sub-areas of critical thinking development
- ❖ Critical thinking in work environment: Familiarize with working principles and methods aligned to critical thinking
- ❖ Critical thinking in sharing responsibility at work: Learn to take responsibility for the results of your work and leading processes



SKILL – CRITICAL THINKING



**BOOST
TRAIN & RETAIN**



What is critical thinking in today's work environment and society?

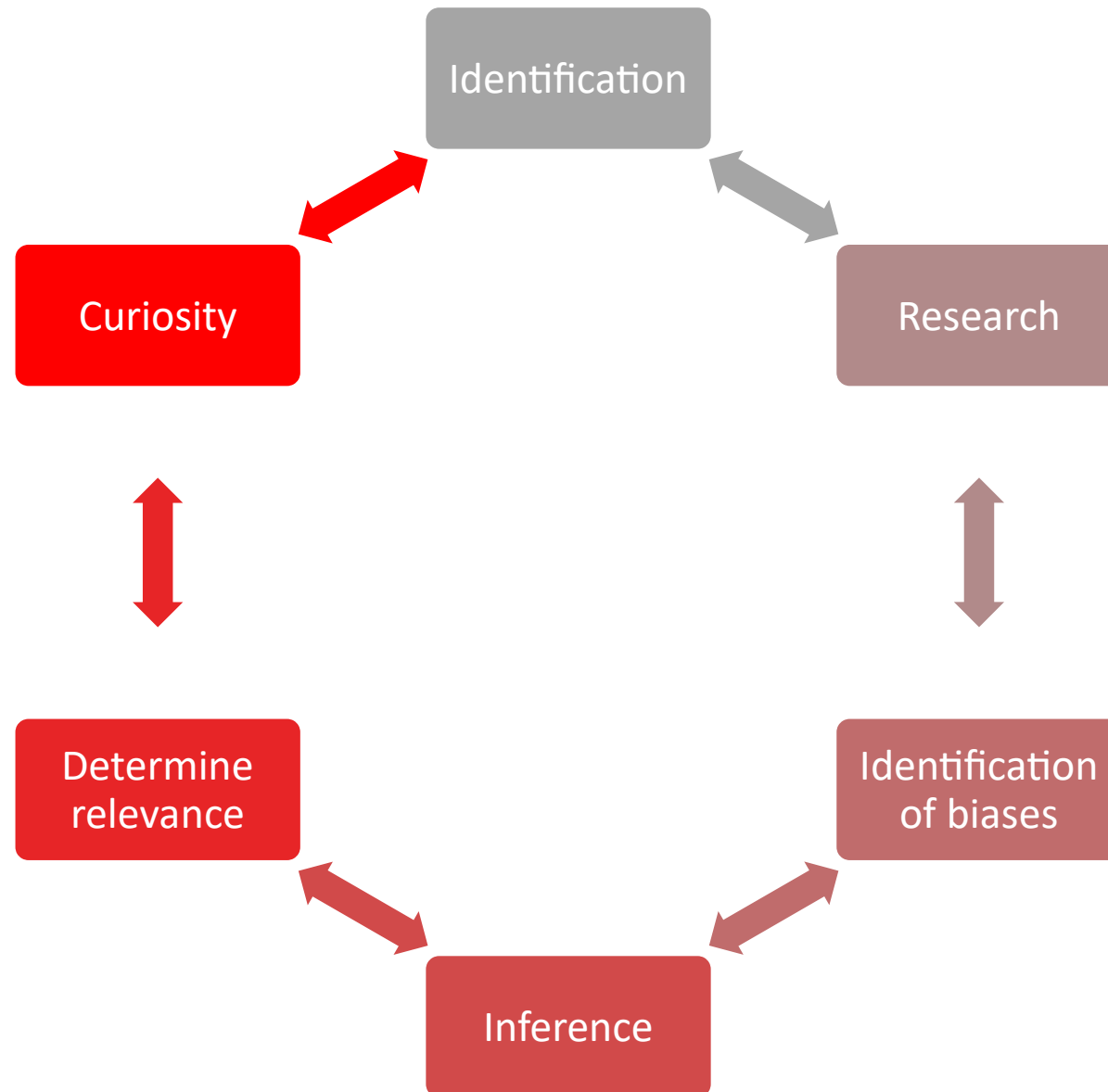
Pedagogy and psychology define the concept as follows: “Critical thinking means grasping an idea, examining it thoroughly, comparing it with opposing views and with what we know about the topic. Critical thinking is about curiosity, using various strategies to find out information, asking questions and systematically seeking answers, keeping a healthy amount of skepticism, finding alternatives to the usually established procedures, and doubting ready-made opinions. It concerns not only questioning, but also reaching decisions, taking stands and the ability to rationally defend one’s opinion while carefully considering the arguments of others and examining the logic of those arguments” (Klooster In Grecmanová, Urbanovská, Novotný, 2000, p. 8).

SKILL – CRITICAL THINKING



**BOOST
TRAIN & RETAIN**

Six key skills that help develop critical thinking



SKILL – CRITICAL THINKING



BOOST
TRAIN & RETAIN

Six key skills that help develop critical thinking

- ❖ **Identification** (the problem, the situation and the factors that influence it)
- ❖ **Research** (verification of the arguments of the parties and the source of the information)
- ❖ **Identification of biases** (assess the information objectively, being aware that the arguments of both parties are subjective)
- ❖ **Inference** (the ability to summarize the most important conclusions based on the information presented)
- ❖ **Determine relevance** (decide which of all the information is the most important to what you want to decide or for your objective)
- ❖ **Curiosity** (it is true that we are curious by nature, but in situations in which we have to apply critical thinking we forget to ask "why" or any other question that could expand the information we need).



SKILL – CRITICAL THINKING



**BOOST
TRAIN & RETAIN**

Key sub-area 1 of critical thinking development

A safe and accepting environment

For the development of critical thinking, work and communication without stress and fear of making a mistake is essential. It is essential to work with people's expectations, their ideas and avoid being an expert "owner" of knowledge and skills, but rather a guide. A prerequisite for the development of critical thinking is the support of an accepting and safe environment, working with motivation, and the use of activating and interactive methods of work that reflect the needs of current people.



Critical thinking is a kind of thinking in which you question, analyse, interpret, evaluate and make a judgement about what you read, hear, say, or write!



SKILL – CRITICAL THINKING



**BOOST
TRAIN & RETAIN**

Key sub-area 2 of critical thinking development

Support in the assimilation and accommodation of knowledge

Through further work, you integrate new information into your knowledge system, or modify your current thought framework according to the information currently found. We are in the analysis phase (in the broadest sense of the word). It helps in the application of higher order thinking or applying more complex thought operations. Critical thinking is the ability to think clearly and rationally, understanding the logical connection between ideas.



In essence, critical thinking requires you to use your ability to reason. It is about being an active learner rather than a passive recipient of information!



SKILL – CRITICAL THINKING



**BOOST
TRAIN & RETAIN**

Key sub-area 3 of critical thinking development

Work with reflection

In the phase of knowledge application, ways of thinking for further work are acquired. This subfield is often neglected in contemporary work environment, but experts often point out that it is one of the most important moments of the working process. The HR representatives practically uses the newly acquired skills and knowledge, can use them in contexts and in the long term.



Critical thinkers will identify, analyse and solve problems systematically rather than by intuition or instinct!



SKILL – CRITICAL THINKING



**BOOST
TRAIN & RETAIN**

According to recent studies someone with critical thinking skills can:

**Understand the links
between ideas**

**Identify inconsistencies
and errors in reasoning**

**Reflect on the
justification of their
own assumptions,
beliefs and values**



SKILL – CRITICAL THINKING



**BOOST
TRAIN & RETAIN**

Remember

Critical thinking is:

A way of thinking about particular things at a particular time; it is not the accumulation of facts and knowledge or something that you can learn once and then use in that form forever!





Funded by
the European Union

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

