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SKILL – CRITICAL THINKING
CPIP





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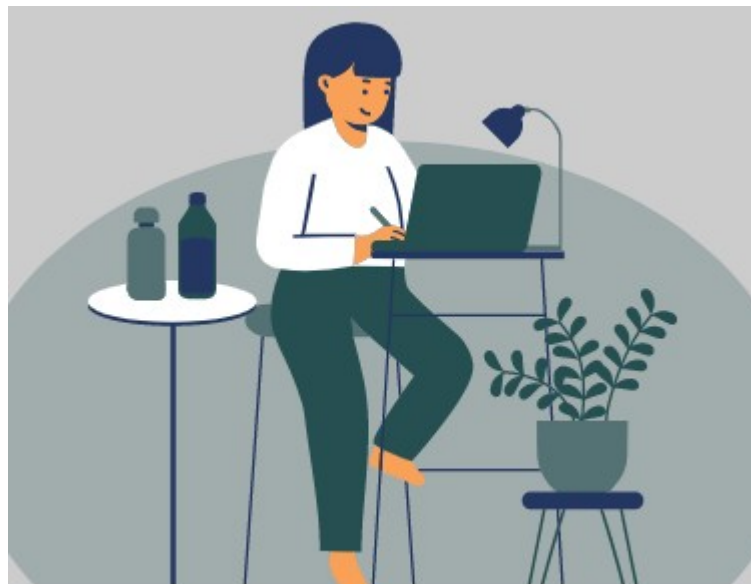
1) **Aim** – The aim of this topic is to support people in HR but also from a wide range of companies and institutions to be aware of the major importance that critical thinking has both personally and professionally. The development of critical thinking is not only a great challenge for contemporary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

2) Objectives

- a) To understand the critical thinking in the workplace nowadays
- b) To become aware of the greatest benefits of critical thinking in work management
- c) To encourage the employers and employees to think critically

3) Content

- ❖ Critical thinking in the workplace (nowadays)
- ❖ Benefits of critical thinking in work management
- ❖ How to promote critical thinking in the workplace
- ❖ How to encourage the employers and employees to think critically



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Critical thinking takes time. Why is critical thinking important in the workplace?

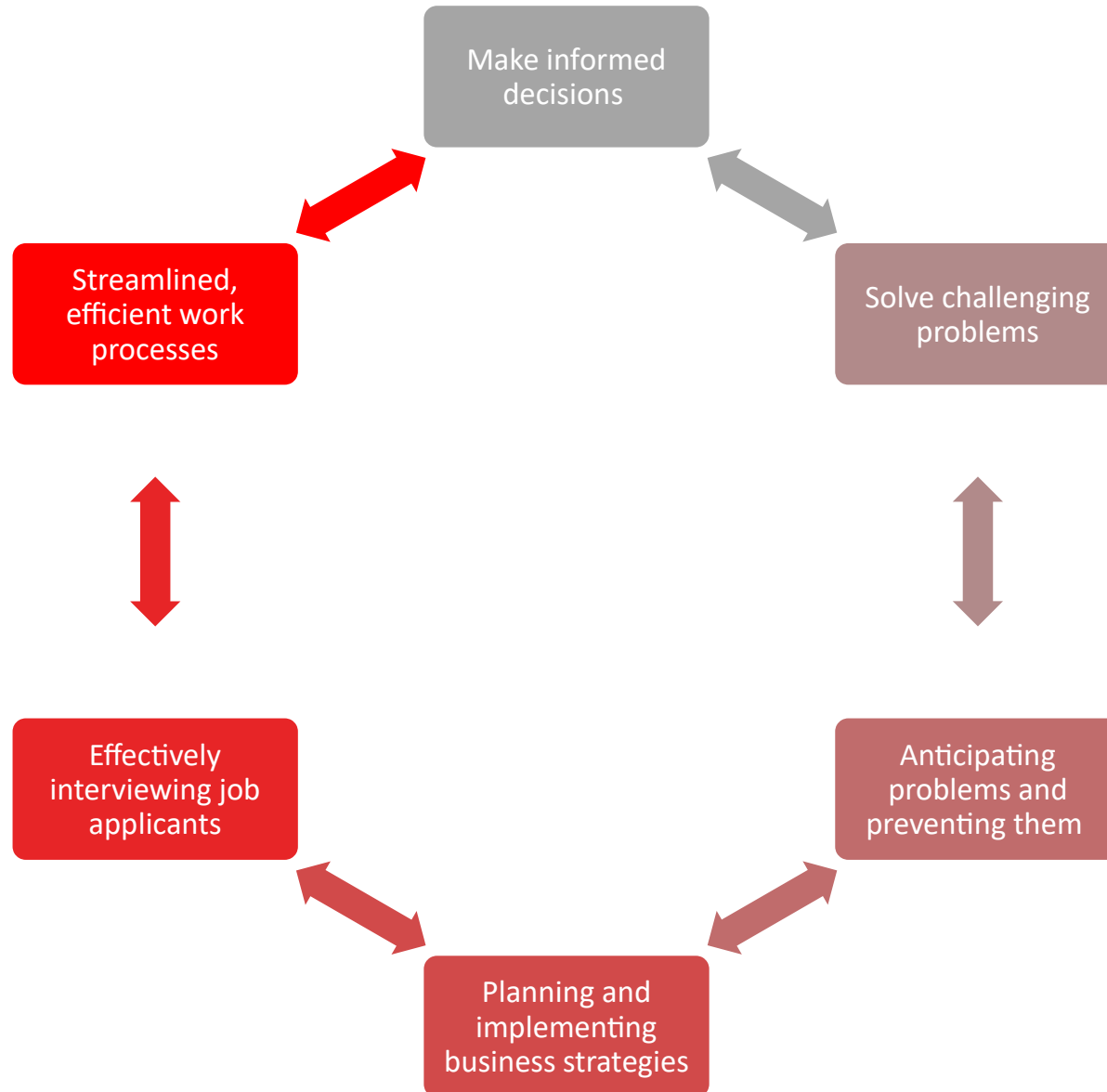
There are times at work when you simply have to “do.” A tight deadline, a demanding project outline, or a highly particular superior might mean that it makes sense to complete a task without too much mental tinkering. At your workplace, critical thinking can distinguish you as a leader, and a valuable mind to bounce ideas off. It can help improve the quality of your work, and the perception those higher up the chain have of you. Using your critical thinking skills in the workplace will define you as a problem solver. The first step to actually using critical thinking is approaching every situation with an open mind.

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Benefits of critical thinking in work management



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How to promote critical thinking in the workplace

Despite myths that critical thinking skills are only applicable to subjects like science and math, the reality is that these skills—which are based on the evaluation and application of knowledge—are not only vital for success in all subject areas, but everyday life as well. Encouraging the employers and employees to think critically and make good decisions is essential to empowering your team to take the reins in their roles and help your business succeed.

One essential ability in critical thinking is determining whether a statement is a fact or an opinion. Thus, you must question what you're told and decide whether the information is accurate.



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How to encourage the employers and employees to think critically

Critical thinking is a skill that can be taught and strengthened. Critical thinking in the workplace means sorting among useful and arbitrary details to come up with a big-picture perspective that leads to an impactful decision or solution to a problem. With so many changes in the workplace, almost everyone needs to be a critical thinker. Possessing critical thinking skills will help pave the way to retention and upward mobility for your workforce.



Critical thinking skills allow leaders to promote 'big picture' thinking!



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What steps are involved in critical thinking?

Ask basic questions when you set out to solve a problem

Forming a hypothesis or proposing an explanation based on limited information is a starting point for any analysis. Self-awareness is all about having a clear understanding of one's strengths, weaknesses, beliefs, emotions, thoughts, etc. When a leader is self-aware, they can assess their thoughts carefully and objectively.



Active listening is an important component of critical thinking!



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What steps are involved in critical thinking?

Question underlying assumptions and examine accepted beliefs

Look critically at processes that have “always been done this way.” Seeking clarity is the first step towards improving critical thinking. Seeking clarity means asking questions or looking for information that seems to be overlooked or misinterpreted. Try to break complex topics into smaller parts to gain a better understanding of it.



Being objective allows a critical thinker to look beyond the surroundings and truly focus on the information at hand to make a rational decision!



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According to recent studies you can improve your critical thinking by:

Checking your biases

Practicing active listening

Developing self-awareness at the workplace



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Remember

Just because a work approach or leadership style has delivered results for long doesn't mean that it should be assumed as the only ideal way. The right and relevant questions also open opportunities for growth and limitless learning.





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