

MODULE 3. DECISION MAKING IN CAREER PLANNING

**READY
TO
START**

1. PODCAST - THE STAGES OF DECISION-MAKING



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○ **Host:** Hey everyone, welcome back to “Decision Making in Career Planning”, the podcast where we dive deep into the process of making better decisions in life and career. I’m your host, and today, we’re tackling a topic that all of us can relate to – the stages of decision-making.

Whether you’re choosing a new job, considering a career change, or just trying to make a tough choice, we all go through a similar process. And while there's no one-size-fits-all approach, there are several stages that most people experience.

In today’s episode, we’re breaking down these stages into an easy-to-follow model designed to fit different situations, whether personal or professional. Ready? Let’s dive in!



Stage One: Awareness of the Problem

○ **Host:** It all starts with a feeling—this nagging sense that something’s off. Maybe you’re unhappy at work, or you feel like you need a change in your personal life. You’re not entirely sure what’s wrong yet, but you know something has to give.

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At this point, you're aware that there's a problem, but you haven't quite defined it. It's like having a splinter—you know it's there, but you can't quite see it yet. The key here is clarity. Before you can make any meaningful change, you've got to figure out exactly what the issue is. That brings us to the next step...



Stage Two: Self-Assessment

- **Host:** This is where you turn inward. To make any solid decisions, you need to understand yourself—your values, your goals, and what you're willing to give up to achieve them.

Self-assessment is crucial. It's about knowing your strengths, weaknesses, desires, and fears. It's not just about your career—it's about your overall well-being. What do you need emotionally, socially, intellectually, and even spiritually? The better you know yourself, the clearer your options become.



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Stage Three: Research

- **Host:** Now, it's time to do your homework. Research is all about gathering information, exploring alternatives, and weighing your options. Whether you're looking at career paths, potential changes in your lifestyle, or even learning new skills, this stage involves looking at what's out there.

One challenge here is that there's **so** much information. It can feel overwhelming. That's why it's important to break things down—analyze your options, think about the potential outcomes, and be realistic about what each choice involves. And yes, fear of risk or failure might creep in. That's totally normal.



Stage Four: Evaluation of Alternatives

- **Host:** Once you've gathered your information, it's time to evaluate your options. What fits with your lifestyle? How does it align with your goals? This step involves some serious soul-searching.

Conflicts might pop up—both internal and external. You might struggle with emotional decisions, like wanting one thing but

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feeling like you **should** want another. Or maybe, loved ones weigh in with their opinions, and that makes things more complicated. The key here is balance—finding a solution that works for you while navigating the noise.



Stage Five: Making a Decision

- **Host:** You've done your research, evaluated your options, and now it's time to make the call. But here's the tricky part—deciding doesn't always feel like a final answer.

It's common to feel some level of insecurity or fatigue by this stage. After all, committing to a decision can be daunting. And the fear of failure? It's real. But remember, you can always keep those other options in your back pocket. Choosing one path doesn't mean the others are closed forever.



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Stage Six: Implementation

- **Host:** Okay, so you've made your choice—now what? This is where the rubber meets the road. It's time to act on your decision.

Whether it's acquiring new skills, applying for that dream job, or even making small lifestyle changes, implementation is where the hard work begins. And yes, you might hit bumps in the road. Things might not go exactly as planned, and that's okay. If you've done your homework and prepared yourself, you can handle the curveballs.



Stage Seven: Re-evaluation

- **Host:** Finally, every decision needs to be re-evaluated. You've taken action, but now it's time to assess—did the decision solve the problem? Are things better, worse, or just different? Re-evaluation gives you the chance to make tweaks and adjustments. Maybe your initial decision was spot-on, or perhaps it needs a bit of fine-tuning. Either way, this stage ensures that you continue to move forward.

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- **Host:** And there you have it—the flexible, seven-stage model of decision-making. Whether you’re making a big life choice or just navigating day-to-day decisions, this process can help guide you. Remember, decision-making is never a straight line, but by breaking it down into these steps, you can make more thoughtful, informed choices.

Thanks for joining me on this episode of “Decision Making in Career Planning”.

Until next time, keep making decisions that move you forward!

