

Developing Workplace Critical Thinking

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Table of contents

Executive summary.....	2
Introduction.....	3
Part 1 report\The difference between beliefs, attitudes and values within a workplace is that.....	4-6
Westminster homecare's beliefs, attitudes and value systems and their impact on workplace behaviour during the covid 19 pandemic.....	6-7
Critical thinking models Taylor Scientific theory and RED.....	8-10
Recommendation.....	11
Conclusion.....	11-12
Part 2 reflective journal.....	12
References.....	16-17

Introduction

This report analyses how Westminster Home Care had to adapt to new ways of caring for vulnerable customers during a pandemic. Medical confusion can be particularly difficult for people with dementia in their communities, as many people receive significant care from different healthcare providers. The method nurses had to use to create a safe and effective way to care for their clients.

The difference between beliefs, attitudes and values within a workplace is that.

"When we interact with our colleagues and managers, our opinions, attitudes, and values are always at the forefront." We have a lot in common with those who share our values and ideas. Successful professional relationships are built on the alignment of our value systems. To reach excellence, one must be able to teach and assess not only knowledge skills but also attitudes, allowing us to uncover the basic values and belief systems that underpin attitudes.

The only approach to improve performance is to acquire the essential knowledge and skills. Our value and belief systems may impact our engagement in a work. We may encounter people who appear to have the ability to complete a job, but motivation, involvement, and commitment can only come from a positive attitude about the activity.

Almost all educational theories include both the teaching and assessment of information, skills, and attitudes. While knowledge and abilities are simple to describe, attitudes are more challenging. Attitudes are "hypothetical constructs that show a person's favour for or hostility to something," according to the definition (Beck.M,2009).

"A person's attitude is made up of three components: emotions, behaviours, and thoughts. The ABC model is made up of three components: affective, behavioural, and cognitive. An individual's emotional reaction to a task is known as the 'affective' response. The 'behavioural' response refers to a task or entity's verbal or behavioural proclivity, whereas the 'cognitive' response refers to the entity's cognitive appraisal based on an internal belief system.

The fact that we are at the mercy of our own actions is one of the most crucial truths to remember. Based on observed behaviour, we 'assume' attitudes in ourselves and others with whom we work. People who are frequently late to work, for example, may be called disorganised. However, the same person may spend time caring for a very ill patient, and the personal time they devote to such care may have an impact on their ability to get to work on time. This may cause you to examine them from other perspectives.

Our judgement can be influenced by our attitude toward witnessed behaviour. For example, if a person consistently arrives at work underdressed or untidy, it may appear that they are unconcerned with their appearance. However, if such people believe that their talents and abilities, rather than their beauty, should be appreciated, their views about "smart" attire, and consequently their behaviour, will be affected" Hillocks, Jr. G (2006).

It's also possible that someone's behaviour is "false." When a person needs a positive job review, he may act with false reverence and ritualistic behaviour, or he may believe that his performance is being scrutinised. This could imply a particular attitude, but the observer must distinguish between the genuine attitude and the immoral behaviour that implies it. A person who is continually charming and agreeing with everything his superiors say may or may not agree, but he may flatter in order to earn favour.

Pay attention to ability when assessing behaviour. Because of a loud voice or a lack of idioms and plain language, such as saying, "thank you" and "please," a person may be considered "rude" in some instances. If, on the other hand, the person being observed has never gotten any training to change their speech patterns or understand their language's idioms and expressions.

To encourage and participate in a task, one must have a good attitude. Attitudes are formed by our underlying basic values and ideas. Assumptions and views that we assume to be right based on experience are referred to as beliefs. Values are derived from the worth of things, concepts, and people. The expression of these inner systems is behaviour (attitudes, beliefs, and values).

These elements have had a significant impact on one's ability to learn and organise information and abilities. To have an impact on an organization's performance.

Feedback from an employer on an employee's attitude is always considered critical because it involves the behaviours of others filtered through our value system. Therefore, it is better for a manager to provide feedback on behaviour. It is best to determine the ideal behaviour for the organization and set the stage before evaluating the behaviour. In this way, feedback can be correlated with observed and actual behaviour. This reduces the possibility of conflict and low morale in the work environment” (Fame D 2010).

Westminster homecare beliefs, attitudes and value systems and their impact on workplace behaviour during the covid 19 pandemic.

Local arrangements are made to accommodate the needs of everyone in the care home sector.

“In Westminster, frequently they contact many care homes in the area and ask about their status in relation to their residents, staffing levels, personal protective equipment (PPE) and for checking the availability of and compliance with infection control processes. These calls ensure that any new guidance or support mechanisms have been communicated and incorporated. The calls from this line are logged on a daily situation report to keep track of changes and to help target interventions.

The daily meeting is attended by members of Public Health, Clinical Commissioning Group, safeguarding and Council Commissioners to review the information gathered from the Care Homes. These meetings review the information gathered and decide what kind of support arrangements or interventions are needed to support individual homes or the sector more broadly.

The Council has been providing support for care homes, and they believe that the providers are doing their best to follow infection control guidelines and get support when they need it.

Westminster care homes have worked closely with other Care Homes to ensure they have enough personal protective equipment (PPE) available and have helped homes, when necessary, with supplies. Recently, the Council and the CCG have been working together to support care homes with access to testing when national routes have been difficult to access or navigate.

Although the government has said that testing will be available to care home residents and staff, it has been difficult to access and there is still a lack of access to testing. This is the biggest single challenge to supporting care homes. The Council has put in place a local Supply Chain Resilience Forum to create a consistent process for dealing with providers who experience financial challenges as a result of COVID-19.

The establishment of the Forum followed a series of outreach efforts to the marketplace to let people know about the various relief mechanisms available and the process they should follow if they find themselves unable to meet their contractual obligations or face significant financial risks.

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Health partnerships

During the crisis, London CCGs worked with the Council to support the borough's care homes. Information collected from Phone care Home Sharing Institutions and Regional Resilience Forum (LRF)、 Notice for targeted interventions for an appropriate level of clinical support

It will be made available promptly. The Care Home Support team is called in to help the home in some way when a comprehensive intervention is needed. This could be through direct support, helping to find specialist support, or by facilitating access to resources.

The CCG has made a range of functions available at any time, even after hours and on weekends. This includes primary care, pharmacy, and specialist clinical support, which offers a comprehensive range of health interventions to assist care homes.

Our health partners are currently helping to make access to testing available and have provided training to help care homes conduct their own testing. Regular training is provided to support the use of personal protective equipment, adherence to safety guidelines, and the implementation of infection control measures” (Sam J 2011).

Taylor Scientific theory

Develop a Science for each element of work

In this main. "Developing science" means knowing the best day of work that one can get right over the years and still succeed. Focus on long-term productivity, considering both organizational and employee perspectives. With an emphasis on the "development of science" of each element of the work, the key elements of management are: Collect objective data about your work. Perform experiments.

Standardize policies and procedures based on the results of the experiment. To collect objective data, employees are given a task to ensure that they always do their best after receiving additional compensation upon completion. In this way, you can accurately determine the most productive work. Next, workers are observed performing various steps

and their times will be recorded. After trying out different tools and/or procedures, it was determined that the tool or procedure that yielded the best results was the one used. With the right tools and/or procedures in place, the task can be done optimally.

Scientifically Select, Train, Teach, and Develop the worker

Given the “science” of the task, individuals especially suited for the work should be selected. finding that not many workers could meet the newly established standards. determining that there were plenty of other internal and external candidates that would be capable of fulfilling the role. it was clear

that selection and the correct assignment were critical to the theory of Scientific Management.

Regarding training and development, if an employee performed below the standard, it was believed that an experienced teacher should be sent to show the employee exactly how their work can be done best. Assist, encourage them and give them the time and assistance necessary to make them proficient in their current work.

However, if, after studying an employee, it was found that they would not be able to perform in accordance with the standards, the employee should be transferred to another role of work for which they are either mentally or physically better suited. Therefore, training and development were also important and inextricably linked to selection and assignment. If you want to introduce a new science to your job, it is important to do it gradually. This is because it takes a change in the mental attitude of the worker to speed up the process, and it's impossible to go any faster than that.

Cooperate with the Worker

The work should be distributed among four parties in the following way:

A group of collaborators engaged in the development of science. Employees of another group, mainly skilled workers themselves, are teachers and workers who help and guide their work. Another group of tool shop workers to ensure proper execution and keep them in perfect order and move workers from one place to another with minimal loss of time, moving forward, by distributing this workforce, such as another group income of workers who excel at properly registering all workers. The company's vest suit works best and retains its own personality while working perfectly with other employees to create a harmonious whole.

By distributing work in this way. The company's best suit functions best and retains its own individuality while cooperating perfectly with other workers to create a harmonious whole.

Divide the Work and Responsibility

Initiatives and incentives require workers to take the entire responsibility for the general program, every detail. work, and actual manual labour. In contrast, scientific management is more effective because even if the workers were well-suited to developing and using scientific data, it would be impossible to their work their machines One at the same time. Also, in most cases, one type of person needs to plan and a completely different type of work to execute. Thus, the best approach is a management worker with an almost equal sharing of responsibilities and work.

The management's responsibility is to ensure cooperation among all the various parties involved in the project. This involved ensuring that workers were provided the correct tools, working under the right conditions and following the correct procedures, and being informed of their progress. At one time, the management should also be alongside workers, helping, encouraging, and paving the way for them.

The management is therefore responsible for enforcing the adoption and cooperation methods while the workers received additional in exchange for performance. Rewarding workers soon after their work has been completed to maintain their motivation determined that communication of results and rewards should encouragement through personal attention as often as possible.

Reds Model Critical thinking

Recognise assumptions

This is all about understanding what you read. You need to be careful when reading the information, as not all of it may be true and there may be no

evidence to support it. It is important to accurately identify when assumptions have been made, and to critically consider the validity of these assumptions - ideally from several different perspectives. This can help identify missing information or logical inconsistencies.

Evaluate Arguments

This skill is about analysing the evidence and arguments provided systematically. Being able to remain objective, while processing information and arguments logically. To evaluate an argument critically, one must be able to put aside their personal feelings and judgments in order to provide an objective assessment. This can be difficult when the argument has a strong emotional impact. It is easy to rely on information that confirms our own perspective, rather than critically examining all the information.

Draw Conclusions

This is the ability to gather and use information to reach a logical conclusion. An individual who has strong critical thinking skills will be able to change their opinion should further evidence arise which leads to a different conclusion.

Recommendation

Critical thinking is important in the workplace because it helps people make better decisions. They reach conclusions that are impartial, well-informed and objective. In addition, such people can make decisions with limited supervision independent judgments in a military environment, where the mobility, lethality mean, in a world where time is money, waiting for someone to validate decisions can be expensive, and the result is missed opportunities.

Conclusion

Many people didn't understand Taylor Scientific theory and they were sometimes a few years ahead of their time. While he may not have been tactful in his writings, as has been discussed, his intentions were good. He wanted to promote science over traditional methods of decision-making, in

order to achieve the best possible outcomes for all involved. For the sake of harmony, rather than conflict, try to work together.

The key to success is working together, not going it alone. Maximum output in place of output restriction. Through guidance and methods, this is to help develop to employee's fullest potential, enabling them to achieve greater success in their work lives and businesses. Understanding Frederick Taylor's work on scientific management is important for all managers and students of management.

Part 2 Reflective Journal

One of my best learning discussions in the lectures was on the YouTube videos because visually seeing things makes it easier to understand what is being explained I will be outlaying theories and models based on what I watched.

Week 2: Critical Thinking 5 tips to improve.

Create a question. Know what you are looking for and approach the situation with a clear view. Gather Your Information: Have a clear idea of your information. Apply information: Ask important questions. Consider the impact: Unintended consequences to consider. Explore other viewpoints: Explore the entire range of viewpoints.

Week 4: Disruptive leadership develops critical thinking with the RED model problem-solving decision making and management, what leadership characteristics were necessary for an environment of extreme complexity many industries require strategic skills.

Week 5: Auther De Bono on 6 thinking hats, he wrote books on independent thinking. A book called lateral thinking and many other subjects. Before writing his books, he studied medicine.

Week 7: Systems-thinking

The way we handle lots of information makes use informed while a lot of thinking makes us smart.

Week 8: Creative collaboration the era of open innovation

Effective collaboration is more than harmonious consensus and efficiency. In today's complex challenges, teams deal with ambiguity, dig up bold ideas, and harness the power of different perspectives and creative thinking to go beyond obvious and secure solutions to truly innovative solutions. You need to adopt a new way of working that you are migrating. Learn how to work together to create something important and find ways to unleash your team's potential.

I will go into more depth on my favourite subject from one of the videos which is:

Week 1: The difference between deductive and inductive research approaches

"Objectivity was considered the only way to conduct research in the past. The 20th century was marked by the emergence of a second research methodology phase. This occurred at a time when the qualitative research method was first developed. The researchers who followed this scientific method believed that social reality was constructed and thus was subjective.

Polarization of research methods began at this point, with quantitative methods becoming more popular than qualitative methods. The "incompatibility thesis" is the idea that the quantitative and qualitative paradigms cannot coexist.

The main difference between the two methods is that one sees reality as composed of physical objects and events, and the other considers reality as composed of spiritual objects and events. Quantitative theorists believe in a single reality that can be measured reliably and effectively using scientific principles, while qualitative theorists generate different meanings for everyone, the interpretation of which is the researchers. We believe in multiple constructed realities that depend on the lens.

The relationship between researchers and participants is a characteristic of the academic field. Quantitative research assumes that researchers need to maintain a professional distance from participants, while qualitative researchers have a researcher-participant relationship to understand the observed event. We recognize that it is important. Quantitative researchers

believe that research should be worthless, but qualitative researchers understand that research is influenced by their value.

Inference statistics are based on data collected from samples and use assumptions that are generally applicable to the population. Quantitative analysis allows you to create visual representations of your data using graphs, charts, charts, and tables. For quantitative researchers, conclusions are drawn from logic, evidence, and dispute.

The interpretation of the data is based on the general guidelines used to evaluate the claims made and the effectiveness of the equipment. Quantitative analysis uses protocols to control or predict as many threats to effectiveness as possible. Qualitative research can be defined as research conducted in the natural environment. Researchers are responsible for collecting participants' words and analysing them to find common themes "(Kari Lerum 2014).

Description of what happened

The discussion of ideas made me realise that there are many ways of reading a piece of literature. I was surprised by the different interpretation's others had of the text, but the ones that convinced me were those who linked their interpretations of specific parts of the text.

Feelings

I was pleased with myself that I made some class contributions. we had to choose one of the YouTube videos and discuss what we watched, and I enjoyed talking about it because it related to me as a black mother and other aspects of my life. Glad, I took part and it made me think more deeply about the video.

Evaluation

I would have been braver to inform my own Interpretations. I had a preconceived notion about how to read the text. In the future, I want to open my mind more.

Analysis

I explored what critical thinking is and how it involves more than just being critical. Understanding critical thinking helps to formulate and study the argument. We look at discussions in advertising every day and use discussions to persuade others, and we use them for our benefit. The error summary showed that not all arguments are valid or even logical.

Always think critically about the arguments you face. If that sounds too good to be true, remember that it's probably a false argument. I now realise that there are many ways to take in information and if you can find evidence to support your views then people will see your perspective.

Conclusion

I have realised that I often get lost in research and spend time looking up unrelated ideas, which wastes valuable time. For my next project, I am going to make a list of key ideas and just read around them.

Action plan

From the various theories about how information is processed, it seems that if I had participated more actively in the lecture, I would have better understood the concepts. In the seminars scheduled for the rest of the term, I am going to keep a notepad in front of me encouraging me to take notes and aim to speak more.

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