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Developing Workplace Critical Thinking

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1.0 Introduction

I am a manager who works with the most famous and largest food and restaurant company in the world called McDonald's. McDonald's is one of the largest fast food chains, very popular among its hamburgers and for its supply of quality food in more than 100 countries around the world, with 35,000 fresh food establishments of the 21st century. Its headquarters is located in Oak Brook, Illinois, of the United States. McDonald's first appeared for two brothers named Maurice and Richard McDonald in San Bernardino, California, in 1934. The popularity of the people acquired by Ronald McDonald's was founded in 1963. McDonald's is currently the eighth largest company in USA with around 375,000 loyal and dedicated employees whose ambition is to achieve the company's highest ranking in the market (McDonalds, 2018). But the success of this company has generated an unexpected increase in criticism for its popularity around the world. Then, it has transformed commercial strategies into healthy menu items and the company faced many employee calls to increase wages many times. This assessment first describes the concept of critical thinking. It is very important for the effects of beliefs, attitudes and values in the workplace.

1.1 Concept of critical thinking.

Critical thinking is an intellectual technique that can solve problems by the manager's effective application, thinking, synthesis, or developing observations. - Experience, experience, logic and communication as a guide to trust for working against the problem. It involves testing the problems of problems, problems, work objectives, estimates, ideas, precursors, arithmetic logic, experience, based on some structures designed to find out the results. And to immediately resolve the problem, the organization's thoughts, opinions, inventions, and management effects (Cederblom, 2006).

According to Ennis, a critical thinker is open-minded and remembered by the alternatives; Knowledge tries to be good; The wealth is good to judge the truth; Decision, reason, and guess-identification; Determining the quality of reasoning with logical reasoning,

judgment, estimation and evidence; Can well build and protect a reasonable position; Apply appropriate questions that explain; As well as formulate reasonable estimates and planning exams; refers to a contextual term; Making decisions as necessary, but with caution; And to include all items on this list when determining what to do or to determine. He also said that critics have been assured that their beliefs are true and their decisions are justified, taking care of an honest and clear position and caring about the dignity and value of each person (Dauer, 2009).

Critical thinking is a general part of the organization's mission statement and outcome analysis. Alexander Court Care Center's mission is to provide the best possible care to create care centers that can help care centers, health care and facilities in the care environment and care environment for our service users. The service enables users to enjoy life with their full potential (ACCC Quality Manual Issue 1 2006). To effectively provide the best quality of care to the clients, the manager's skills and strategies are important for achieving the goal. Critical thinking is involved in ensuring health and safety of all employees, clients, family and visitors of the organization (Facione, 2007).

Like getting a lot of data or data set to adapt to the criticisms of problem and solution definitions, for instance a director of health care setting involves taking important decisions regarding day-to-day responsibilities. There is a case where our manager received complaints from the customer service family regarding the negligence of staff due to the small staff. She considers many things related to the organization's values and beliefs about her decision (Moore, 2012). A thorough investigation was conducted to resolve the case. The manager called a meeting and heard the opinions and reasons of both parties. In this case, critical thinking is important to determine whether the information or analysis obtained from both parties is properly collected. To determine the necessary steps in the workplace, the healthcare organization needs critical thinking skills to thoroughly investigate and reflect all aspects of monitoring or problem. Organizational managers have the ability to reason and reason to work effectively with higher

requirements and greater accountability. Manager's critics may be able to adapt to the changing environment, and understand the assumed values and the logical process and the decisions they make to be obedient. They are more useful for innovation and change, which is more important for today's organization (Fisher, 2007).

2.0 Critically assess the impact of beliefs, attitudes and values on own workplace behavior.

2.1 Explain the difference between beliefs, attitudes and values.

As a human, we follow our image from the very beginning of our own set of beliefs, attitudes and values and how we see the world. Should be aware of working with a manager, staff and clients of different beliefs, attitudes and assessments and are willing to use professional standards and should not apply our own opinion on our staff or clients. The Beliefs, Attitudes and Values theory by Milton Rokeach is the most broadly conceptualized and comprehensive theory of persuasion. Beliefs, thoughts and values of theory are a cognitive thinking theory, which implies that a person's beliefs, attitudes, and values should be in line with each other and explain further what his importance is when trying to encourage a person. It is important to understand the concept of belief, thought and values for real understanding, what each section of the theory refers to, and how they are related to each other (Mulnix, 2010).

Believe we believe in ourselves, about others around the world and how we can look at things. Individuals or clients have their own personal beliefs that affect every aspect of their daily life, such as they dress, it can be influenced by religious and social or cultural and custom beliefs (Paul, 2012). Every person does not always agree with each other about different values and beliefs, however, we must think that in this way they carry their ancestors, so we have to respect their faith. There are insights to have some beliefs or truths. As a person, there are hundreds of thousands of people who believe in us. Belief is usually divided into two detail categories - central, more because it involves its

importance to the person and the person matters to him more important, and to make a less difficult change in a central plank near the belief, because of the less faith (Nooraie, 2012).

Attitudes based on established beliefs, values and assumptions, learned ways of establishing feedback and situations. Our attitude is expressed through our behavior. To work with clients, if we have a good attitude with work-like good results, we should treat them with our family because I always see my family in their place. On the other hand, if some people around us have a negative attitude then that complaint does not concern us about ourselves. Views are positive or negative feelings with humans, ideas or things, in this way a person expresses their beliefs and values or benefits them and expresses them through words and behavior. I think when I hear the cruelty of children and animals. It is a favorable or unpredictable assessment reaction to express a person or belief, belief, emotion or intention (Moore, 2012).

What we learned about how values should be given to humans, especially in honesty, honesty and open features. In order to develop our critical thinking, we must have certain standards of morality, moral conduct and positive attitude to work or co-workers to help us make the right decisions and logical reasoning (Mulnix, 2010). Values are important to those who help their life and are among the most important variables in this theory. Contrary to a person with a thousand beliefs or attitudes, a person often has relatively low standard, because belief is that a person loves and lives in their life. The value comes from two main types - the value of the device, which a person deliberately decides to save his life - for example, honest, kind and religious and terminal values, beliefs that are conscious, are like the last and the last end, which people want to achieve - For example, attaining a degree from a USC can be seen as a terminal value, which really believes fruitful (Paul, 2012).

However, beliefs, attitudes and values of the theory provide a solution to conduct behavioral behavior. First, the attitude of the subject should be identified in one thing and in the next case, the situation of the same situation should be provided in a special position (Paul, 2012). According to belief, opinion and pricing theory, the subject demonstrates a particular attitude where the behavior associated with this attitude is rewarded and does not show such a case. Attitude towards situations where behavior is punitive. For example, a child who understands his parents to cry for trying to buy a toy, is punished, he can cry, because he knows that this behavior - attached his similar attitude - will not be useful and instead see the punishment Will be. Likewise, a child who understands that if his parents do some work in his home, he can reward him, it is more possible because it will be useful, the attitude associated with his needs, will be rewarded (Mulnix, 2010).

As an aspiring manager, it is best to think about your own thoughts, beliefs and values and to consider it as a decision-making decision. The basic reasoning and critical thinking process should be a good reason for evaluating various issues at work, because it is important to make good decisions and to build a causal relationship (Moore, 2012). For example, in order to counter conflict between staffs, I must first evaluate and evaluate the problem and disadvantages of the problem and solve the problem, and to make a decision I have to take precautions and do not make a good decision, it will be biased on both sides. When there is an argument among the staff, it must certainly be strictly and firmly behaved (Mulnix, 2010).

2.2 Critically assess the impact of beliefs, attitudes and values on own workplace behavior.

My belief and attitude have been influenced by my beliefs and values in all situations and I find that sometimes my beliefs and values can be different from others, which I am using as rulers. I believe you have to accept the responsibility for yourself and the actions you have done. I appreciate honesty and integrity and believe them to be an important personality trait. Because I believe and value, I hope all these things are available to me, that is not the case.

I often want to know the information from my team, the information is usually done in their performance and at certain times they will have to do. I understand that everyone cannot take responsibility for their own work and often tries to blame others or even say that they do not get the information that I know is not true because the rest of the group has received information (Phillips, 2016). I have experience with someone who is lying and tell me that this is not something that was clearly done. Now do not be ashamed of this kind of person, I have challenged people about this. I can help loyal followers to me and I can spend extra time to complete their work, but when someone lends me changes in my attitude and behavior, I never believe that I can believe they and I think they say the truth to prove. The effect of my behavior on them is frustrating that nobody can believe that they cannot believe. I acknowledge that I do not manage to achieve the best among them and realize that my beliefs as a manager are definitely different from the employee because their beliefs should be responsible for their performance and because I am asking for information that they think that if they Tell me what I want to hear they will be happy. They just tried to follow me (Vincent, 2005).

I realized that I had to believe in doing what I told them to do and they had to influence the cycle according to my thinking. I organize a meeting to discuss with them. I tried to put the ball in their court and asked them what to do as a manager. I ask them to take the role of a manager and think about what they expect. I have tried to run their own small business and they have to provide information for the benefit of various providers and their providers. However, they also explained that sometimes the information I give to me is not always right because they have to rely on what they should do and leave it. I understand their views and agree that information about these things may be given, but I would not be happy to lie to me again. From that moment I saw a difference between their work and attitude and I felt that I could trust them again (Phillips, 2016).

3.0 Identify a management theory relevant to your role and critically assess its impact on your own beliefs, attitudes and values.

3.1 Management theories relevant my role in the workplace.

Douglas McGregor's XY Theory

Douglas McGregor, an American social psychologist, suggested his book, 1960's famous science-based X-Way on behalf of The Human Enterprise. The theory X and theory are still referred to in the field of management and motivation, and while the recent research of the model is replaced by sharpness, McGregor's XY theory is a valid basic principle in which management and methods are to develop a positive style. McGregor's XY Theory remains to the center of organizational development and enhanced organizational culture. McGregor X-Y theory, easy and natural rules for people to forget business day-to-day business management is a widespread great memoir. McGregor's ideas have two basic methods of manipulation. Many managers are in X theory and usually get poor results. Enlightened managers use the theory, which produces improved performance and results, which enables people to grow and develop (Hammersley, 2014).

Theory x (authoritarian management style): The average person does not want to work and can avoid. Therefore, most people should be given the threat of punishment to work towards organizational goals. The average person wants to be taught; To avoid liability; Relatively liberal, and security is the most important. Theory X is a dictatorial style where emphasis is on productivity, the idea of a fair-day job is to reward badges for the pastor's bedding and output restrictions, acting. It reflects on a fundamental belief that the management must be interrupted by the human tendency to be avoided. The theory of X-style business is the first few decades of the conventional 20th century, after all scientific left systems in front of it all. X theory assumes that the person is oriented, working shame and continually requires a good bee. It has always been a cause of failure - the underlying limit of all human resources (Simon, 2013).

Theory y (participative management style): Work as an effort to work and play as natural. In order to achieve organizational goals without external control or punishment threat, people use self-determination and self-guidance. Target is a function of rewards associated with their success in commitment. People generally accept and often take responsibility. Capacities are not widely used to solve organizational problems, population is distributed, to use high degree of imagination, openness and creativity (Armstrong, 2014). The industry is only partially used in the intellectual possibilities of a common man. Theory Y management takes part in the estimate that people have a style that will implement the direction of self-sufficiency in self-sufficiency and self-control of the objectives of the organization that they are committed to that goal. To make this commitment the maximum is the main job of managing this system. The doctrine believes that work is done by their own will, the only way of working for the people, that they have the opportunity to meet the needs of their (high) success and self-respect. People will work without difficulty; It is their fate to throw Adam and Eve from the Garden of Eden. Y theory gives no easy reason for failure. They challenge to discover their new way of organizing change and managing human endeavor, even if we know that such a perfect organization, such as the perfect vacuum, is almost inaccessible. This is just to use McGregor's theory Y, he believes, urges the company to inspire people at the highest level of success (Banfield, 2008).

3.2 How management theories impact on my own beliefs, attitudes and values in workplace.

The paper work I believe I properly associate Douglas McGregor's XY theory of management because I have a tendency to manage my team in theory and yet still use theory X but when I see the theory, I did not see the theory that I am not perfect. I believe that people should take responsibility for their own activities by guiding them in the right direction, which applies to the theory of Y, so that the purpose of the organization without the threat of external control or punishment by using people to follow self-guidance and self-guidance (Phillips, 2016).

In fact, this is not the case at this time, because I do not have many members of my team who do not achieve their goals, I have not continued their strategy and their challenges, I try to give members of the team a free hand, they manage their own performance but they participate due to their motivation needs. Some people fail to do, some people are not encouraged to succeed, some people live and if they are Targets cannot be done then they will not fade. When in theory this case is very difficult to read in X (Elder, 2012).

As I have said, that everyone is driven to achieve goals, my team will have to work on a remote location and will have an element in the direction of earning their work, but for some people who are easy to abuse the existence of autonomy as it can. When I recently discovered, a team member played abusive and unreliable acting. I appreciate the honesty and honesty that really challenges me, and my theory of faith will try to enticing me, using my power of belief (Elder, 2012).

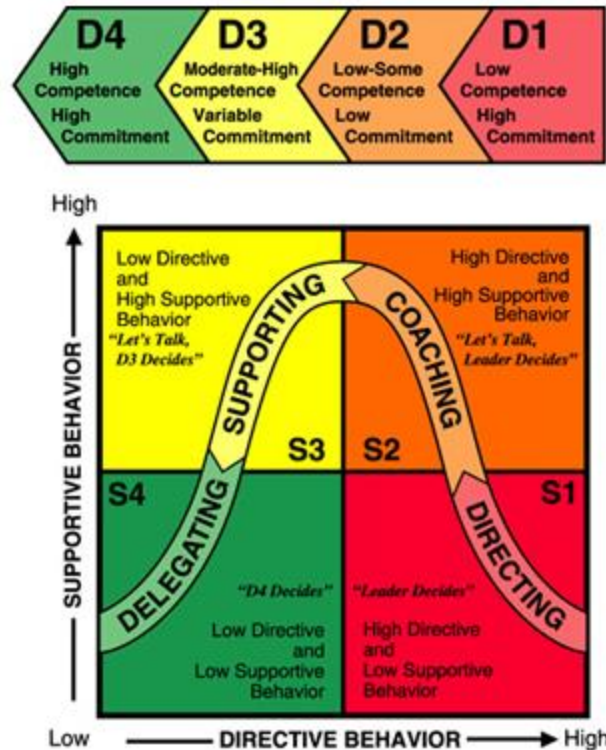
4.0 Apply the critical assessment of an appropriate management theory to evaluate how someone with different beliefs, attitudes and values might interpret the theory differently.

Some members of my team worked for different types of manager in the past and found the style of management that was different from their former manager. These same managers are due to different beliefs and attitudes of attitude. I believe that when a person works for a job, unless he has proper training and has the ability to work. I always have an attitude that will support me to help them achieve their goals and finish the job but I will not work for them, I am happy that if I have someone in good play on the day, I can get a little back and a job where I have to help. But if a person does not work well every day, I will not work for them, I'll guide and assist you to show the training path, but I do not believe that if I help them, I will help them. Because they will not be able to (Patrick, 2012).

However, my colleagues have different beliefs than me; They believe that if they work for bad achievement, the team members will respect them and start their own work and get more help from them for a long time. This person is out of motherhood right now so all her groups now work for other managers. The members of the under-performing team are not sure yet and it is very difficult to change how they work. They understand that the manager will take action if there is a problem (Kumar, 2012).

I think this manager role will define the way theory Y works and read that a participating manager needs to be in the hands of the team to ensure that the goals are achieved and working for them. They read this theory and they notice that the goal of achieving the target is not to implement their own theory X (Nooraie, 2012). However, I want to argue that its actual practice is X theory because he controls everything and does not allow the team to develop their skills. I believe that my idea of others is working as Theory X, but I believe that most of the time I have been working in theory bonds. I completed this one test and it backed up my argument in the honesty and honesty, the standards and attitudes of the directors are not different from the mine, but differences can give them a greater suspicion. I want to investigate thoroughly to find the truth. So, when I'm pretty easy to get the theory X, I believe it has a place to operate (Patrick, 2012).

Hershey and Blanchard (contingency theory): The theory that I see it increase and manage the group and how you can handle it depends on what stage they have, because of all the experience and work of my team that I am supervising, mostly through support and sacrifice, but with an experienced team My colleagues also manage them through teaching and learning. I do not believe that if you're going to get their best, it's the right way to handle it. I once heard that a director must be required to change and continue as a business, it remains only for the fact that the team is created and in such a way that the effect of a new director will be minimal. It may also be responsible for Maslow's hierarchy of needs where self-implementation cannot be realized (Eisele, 2013).



Source: (Eisele, 2013).

5.0 Conclusion

Critical thinking is a process of considering objective assessments of issues and possible solutions to problems. According to the Foundation for Critical Thought, the idea starts with the first approach to the knowledge of the ancient Greek philosopher Socrates. Today organizations evaluate critics as a way to solve more and solve problems. In fact, the practice is so important that a survey of assets headed by leading Chief Human World Economic Forum, has been seen that criticism has become the second important skill in the workplace in 2020, with the second only to solve complex problem-solving skills. Critical thoughts are important because it helps people and groups to diagnose problems more effectively and identify possible solutions that are not completely clear at first. In addition, critical thinking can help resolve the conflict in the workplace. When a person considers possible ways to solve the problem instead of depending on bias or snap judgment, they can bring a better solution. It is important to create an environment where

complex thinking behaviors are a natural part of your company's culture (Hamby, 2007). The proposed solution to decide whether a particular task or problem of formation of protocols, encourages behavioral criticism like identifying possible solutions from identification bias, and the consequences of misdemeanors of others. Critical thinking helps people look at the circumstances from multiple parties, and then think of several different ways to respond. The open mind process introduces the idea of expanding ideas and solutions for success.

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