

Developing Workplace Critical Thinking (DWC)

BMSK5001

Week 2

Take a minute and think

Note on a piece of paper

- What are beliefs?

Beliefs

A belief is an internal feeling that something is true, even though that belief may be unproven or irrational. e.g. I believe that walking under a ladder brings bad luck, or I believe that there is life after death (Anderson & De Silva, 2009).

- *Why do you (dis) agree with this definition?*

Take a minute and think

Note on a piece of paper

- What are values?

Values

A value is a measure of the worth or importance a person attaches to something; our values are often reflected in the way we live our lives e.g. I value freedom of speech, or I value my family, morals (Anderson & De Silva, 2009).

- *Why do you (dis) agree with this definition?*

Take a minute and think

Note on a piece of paper

- What do you consider to be attitudes?

Attitudes

An attitude is the way a person expresses or applies their beliefs and values, and is expressed through words and behaviour. eg I get really upset when I hear about cruelty to children and animals, or I hate school (Anderson & De Silva, 2009)

- *Why do you (dis) agree with this definition?*

Emotions

Emotions are intense, relatively short-lived feelings

(Clay-Warner & Robinson, 2008)

Why do you (dis) agree with this definition?

Critical Thinking (CT)

- Is an activity which entails more than the skills of logic analysis
- It involves questioning the assumptions underlying customary, habitual ways of thinking and acting
- Then being ready to act and think differently on the basis of this critical questioning

Thinking critically

In adult life

- In personal relationships
(*e.g. why...*)
- In work relationships
(*e.g. is this appropriate...*)
- In relations to society/ government/ media
(*e.g. why...*)

Importance for CT

2 ways

- Civically: a critical informed population will more likely participate in forms of political activity
- Economically: a critically active and creative workforce is key for a country in times of economic challenges

Themes Critical Thinking

1. It is a productive and positive activity

- Active, engaged, re-create aspects of personal, workplace,..lives, innovative, self confident
- Awareness of the diversity of values, behaviors, social structures in the world

Themes Critical Thinking

2. Critical thinking is a process, not an outcome

- Continues questioning of assumptions, is never finished

Themes Critical Thinking

3. Manifestations of critical thinking vary according to the **contexts** in which it occurs

- Internal process → limited visible change
- Internal process → with direct, vivid external actions

Examples of how critical thinking prompts external actions

- ❖ Managers who purposely depart from their habitual ways of coming to decision or problem solving
- ❖ Workers who reshape their workplace following non-hierarchical organizational norms after forming a worker cooperative

Themes Critical Thinking

4. Critical thinking is triggered by positive as well negative events
 - Trauma's triggers people to question previously held assumptions about how the world works and triggers new way's of thinking
 - Joyful, pleasing, fulfilling events trigger to reinterpret actions and ideas from a new vantage point

Themes Critical Thinking

5. Critical thinking is emotive as well as rational

- Emotions are central to the process
- Previously accepted values, ideas, behaviors

Components Critical Thinking

1. Identify and challenge assumptions
 - Then examine accuracy and validity by asking awkward questions
2. Challenge the importance of the context

Components Critical Thinking

3. Imagine and explore alternatives
4. Imagining and exploring alternatives leads to reflective scepticism

Exercise

- Read the article uploaded on Moodle titled *Workplace Harassment After #MeToo*
- Based on a group discussion we will critically discuss this subject

Q/A?

Sources

- Clay-Warner, J, Robinson, T., W., (2008). Social Structure and Emotion, Elsevier.
- Anderson, M., De Silva, S., (2009). Believes, Values, Attitudes, Me and us Ltd.
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