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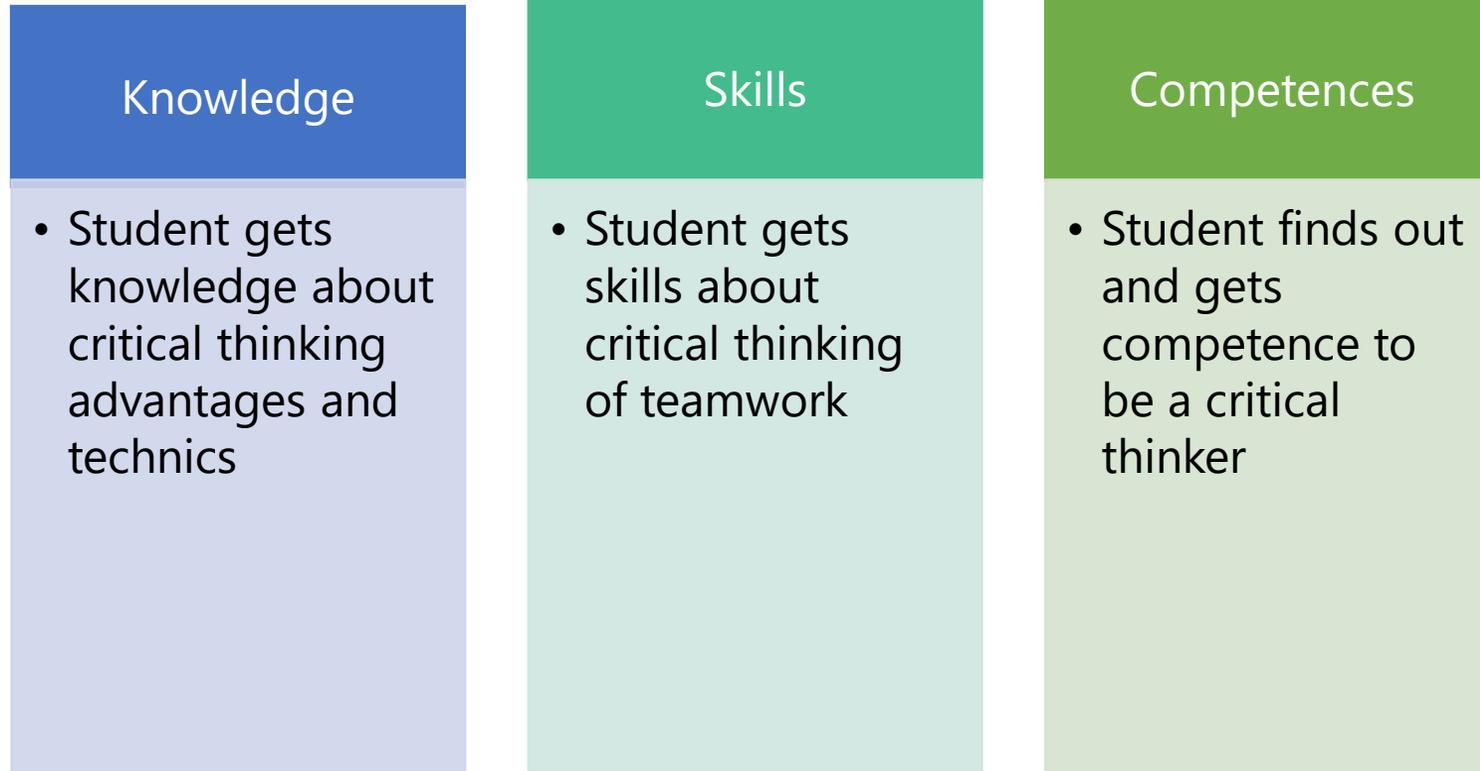
# Learning Module 14

Critical Thinking



# EQF definition

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# Introduction

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## Critical thinking is not criticism

- Critical thinking is one of the most sought-after skills in almost every industry and every workplace. It refers to the ability to analyze information objectively and make a reasoned judgment.
- Critical thinking is as a type of rational and open-minded mental processing that is informed by evidence.
- Critical thinking is not emotional thinking.
- Critical thinking is the intellectually disciplined process of actively and skillfully conceptualizing, applying, analyzing, synthesizing, and/or evaluating information gathered from, or generated by, observation, experience, reflection, reasoning, or communication, as a guide to belief and action." -The Foundation for Critical Thinking



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# What is Critical Thinking

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## **What is Critical Thinking and why is it important?**

Critical thinking refers to the ability to analyze information objectively and make a reasoned judgment. It involves the evaluation of sources, such as data, facts, observable phenomena, and research findings.  
(University of Louisville, "What is Critical Thinking", 2019)

Good critical thinkers can draw reasonable conclusions from a set of information, and discriminate between useful and less useful details to solve problems or make decisions.

# Critical Thinking Skills

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Reasoning

Analyzing

Evaluating

Problem  
Solving

Decision-  
Making

# Efficient Critical Thinking

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## ***Critical Thinking is efficient when someone can:***

- Understand the links between ideas;
- Determine the importance and relevance of arguments and ideas;
- Recognise, build and appraise arguments;
- Identify inconsistencies and errors in reasoning;
- Approach problems in a consistent and systematic way;
- Reflect on the justification of their own assumptions, beliefs and values.



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# Benefits of Critical Thinking in the Workplace

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- It enables workers to **formulate relevant problems and questions, clearly and accurately.**
- It allows the **collection and evaluation of important information** that can later be interpreted effectively.
- The worker can **reach conclusions and reach solutions**, testing them through relevant criteria and standards.
- The worker is able to **find solutions to complex problems.**

# Critical Thinking in the Workplace

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Critical thinking is indispensable for management or senior management positions, since their decisions affect other employees. However, all workers must strengthen the ability to generate quality thoughts, which will directly influence their work. What can it affect in the workplace?



# Critical Thinking and Human Resources

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## Human Resources

A manager's role in companies is increasingly complex. His/her work is not limited to hiring new workers. The management of workers is becoming very important, especially in increasingly diverse teams. A human resources manager must be able to make decisions in the most objective and precise way possible. If a worker does not give up or the company is in a bad situation, they have to have the ability to pass it on to workers transparently.



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# Critical Thinking and Teamwork

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## Teamwork

Critical thinking helps to achieve a higher level of impartiality since, according to Dr. Linda Elder, people who think critically try to live rationally, reasonably and with empathy. At work, it is essential not to get carried away by personal biases and opinions, being able to achieve ideas as objective as possible.



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# Critical Thinking and Sales

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## Sales

At the time of selling. To sell a product or generate a good perspective towards the brand of a company, it is necessary to use critical thinking skills to analyze concepts from a large perspective, which is not limited to stereotypes or predetermined ideas. An important analysis of the market, of the competition and of the potential consumer will be key to the success of our sales.



# Critical Thinking and Conflict Resolution

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## Conflict Resolution

Teams often arise misunderstandings that cause a bad work environment, causing the demotivation of employees and thereby low productivity. Critical thinking, with the analysis of problems and the achievement of solutions will be very useful in resolving possible labor disputes.



# What Can We Do To Make Critical Thinking Work?

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# What Can We Do to Train Critical Thinking? (1)

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Rate everything  
objectively

Avoid subjectivities and analyze the pros and cons of everything.

Be open minded

Always be willing to new things or experiment with new tasks. Also, be curious about the environment around you, about the operation of the company and the work your colleagues do.

## What Can We Do to Train Critical Thinking? (2)

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Be a decision  
maker

Ambiguities lead to remain in no man's land. Analyze and position yourself on one side or another, on an idea or on a different one.

Think long before  
making a  
judgment

Thinking is fundamental. How many times have we regretted something we have said? Take a few seconds before speaking, especially in stressful situations.

# What Can We Do to Train Critical Thinking? (3)

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Manage your emotions

Getting carried away by emotions usually leads in a good way. The goal is not to ignore them, but to be able to know them, name them and control them.

Avoid first impressions and prejudices

Do not get carried away by prejudices or first impressions. These usually lead to error and to issue prior subjective judgments. Be patient.

# What Can We Do to Train Critical Thinking? (4)

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Be empathic and  
avoid be  
negative

Eliminate negative thoughts and strengthen empathy. Being optimistic and supporting colleagues is essential when creating a good work environment. If every Monday we go to work with good humor, we will help foster a favorable climate for everyone.



# Conclusion

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Critical thinking, teamwork, punctuality and communication skills are the qualities most sought by those responsible for human resources when hiring a new worker. These data have been extracted from an analysis of 2.3 million LinkedIn profiles for "The Wall Street Journal".

# Remember!

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*"All that we are is the result of what we have thought; It is founded on our thoughts  
and is made of our thoughts"*

Buddha

# References and Further Reading

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