



# Critical Thinking Learning Program Self-Assessment

## Instructions:

For each item below, read the scenario and indicate which answer is the **most effective** and which is the **least effective** in the box provided.

### Scenario 1

You are asked to make an important decision given very little information and time. You...

- A. Delegate the decision to another member of the team and return to your assigned tasks.
- B. Make any decision as quickly as possible, as time is of the essence.
- C. Try to draw from other sources of information before making a decision.
- D. Skim through all the source materials available before making a decision.

### Scenario 1 Answer

Most Effective	Least Effective

### Scenario 2

You are in charge of making an important decision for your group and, after conducting some research, you...

- A. Make the final decision without further consultation.
- B. Seek an opinion from an outside source.
- C. Conduct additional research to affirm your decision.
- D. Present your opinion to a small group of colleagues and seek feedback.

### Scenario 2 Answer

Most Effective	Least Effective



*Scenario 3*

You're facing a new type of problem never seen before in the organization. You would...

- A. Recall a past situation most similar to this current problem, and apply the same solution.
- B. Solve as much of the problems as you can on your own, and let the rest play out by itself.
- C. Develop a new method to address the problem and any barriers you may encounter.
- D. Generate multiple ideas to address the problem, even if they might be unconventional.

*Scenario 3 Answer*

Most Effective	Least Effective

*Scenario 4*

Your team must arrive at a decision by close of business today, and two of your team members cannot agree on a course of action. You are responsible for resolving the situation, so you...

- A. Recall a past situation most similar to this current problem, and apply the same solution.
- B. Solve as much of the problems as you can on your own, and let the rest play out by itself.
- C. Develop a new method to address the problem and any barriers you may encounter.
- D. Generate multiple ideas to address the problem, even if they might be unconventional.

*Scenario 3 Answer*

Most Effective	Least Effective

**Scoring and Selecting Training**

Follow the steps below to score your assessment and pick courses that can help you grow!

*Critical Thinking*

How do you make decisions? You can use systematic approaches for gathering and analyzing information to make well-informed and timely decisions. These approaches are collectively called critical thinking. The learning program focuses on four concentration areas: Decision Making, Analyzing, Problem Solving and Strategizing. In these courses you'll learn how to demonstrate good judgment and solve problems creatively. Having these skills will prepare you to help solve VA's toughest challenges.

*Demonstrates Good Judgment*

Demonstrating good judgment means knowing when to make a decision on your own and when it is appropriate to ask for help based on information from many sources. You need to identify, assess and integrated the data you have on hand. Then you have to translate that data into meaningful information. But that isn't the end of making a decision. To make an informed decision, you have to

consider context and complexity as well. The goal is to find the best next step and take it. Good judgment involves making timely decisions after analyzing information from many angles.

Do you demonstrate these skills? To find out, compare your answers to the answer key below. Each correct answer is worth 1 point. Add your points together in the “Your Score” column for each scenario. Then add your scores together to find your total score.

Scenario	Most Effective	Least Effective	Your Score (0,1,2)
1	C	A	
2	D	A	
<i>Total =</i>			

How did you do? Whether you breezed through the questions or have some brushing up to do, training is available to help you grow. Use the table below to help you find a course that is right for you. Match your Total with the “Total” column to find a course.

	<b>APPROPRIATE COURSES BASED ON SCORE (Search for these course(s) in the Talent Management System-TMS, by searching for either the course name, or TMS ID number)</b>
<b>SCORE</b> 0-1	<b><u>Applying Your Best Thinking</u></b> Critical thinking is your best thinking. You use reason and logic to help you sort through data to remove bias, opinion, and emotion and come up with rational conclusions. It's a hugely valuable skillset, but it's not much use if it's just an academic or intellectual exercise. In this Challenge, you'll use critical thinking to evaluate different Employee Appreciation strategies in a telecommunications company scenario. TMS ID# 4500352 Skillsoft .25 hour on-line
<b>SCORE</b> 0-1	<b><u>Uncovering the Root Problem</u></b> This course is a 15-minute interactive, media-rich case study focused on content analysis, problem solving and decision making. This Challenge exercise focuses on an individual's ability to assess facts and work through the first step in problem solving and decision making: defining the problem. TMS ID# 1327017 Skillsoft on-line
<b>SCORE</b> 2-3	<b><u>Critical Thinking</u></b> This course is a 29-minute interactive, media-rich case study focused on content analysis, problem solving and decision making. Critical thinking is useful for examining an issue or problem logically. This Challenge Series product explores applying the critical thinking process. TMS ID# 1349516 Skillsoft .5 hour on-line
<b>SCORE</b> 2-3	<b><u>Reaching Sound Conclusions</u></b> When drawing conclusions, you analyze and weigh the data and information you have to support taking action. In this course, you'll learn about the process of drawing a logical conclusion with the help of questions and diagramming tools. Skillsoft TMS ID# 4501828 .4 hour on-line
<b>SCORE</b>	<b><u>Getting to the Root of a Problem</u></b> Articulating a problem requires asking the right people the right questions. In this course, you'll learn about identifying stakeholders, gaining their input

4	and trust, and using analysis techniques to get to the root cause of a problem. Skillssoft TMS ID# 4501823 .5 hour on-line
<b>SCORE</b> 4	<b>Choosing and Using the Best Solution</b> The time has come to make a final decision. In this course, you'll learn how to make smart decisions based on key criteria and decision-making styles. You'll also learn how to plan, manage, evaluate, and celebrate solution implementation. Skillssoft TMS ID# 4501825 .4 hour on-line

*Demonstrates Creative Problem-Solving Skills*

The first step in problem solving is identifying and analyzing problems and their root causes. Then you have to come up with creative ideas and potential solutions. The goal is to find a way around obstacles to achieve your goals. Can you choose a course of action that helps you reach your goals?

Compare your answers to the answer key below. Each correct answer is worth 1 point. Add your points together in the “Your Score” column for each scenario. Then add your scores together to find your total score.

Scenario	Most Effective	Least Effective	Your Score (0,1,2)
3	C	B	
4	B	C	
<i>Total =</i>			

Use the table below to help you find a course that is right for you. Match your Total with the “Total” column to find a course.

	<b>APPROPRIATE COURSES BASED ON SCORE (Search for course(s) in the Talent Management System TMS, by searching for either the course name, or TMS ID number)</b>
<b>SCORE</b> 0-1	<b>Creativity: Developing and Communicating Ideas</b> Creativity isn't reserved for authors, painters, and filmmakers. It's an essential trait for every business professional who wants to maximize resources and discover opportunities. This Challenge Series exercise explores the skills and practices needed to be a creative force. The learner plays the role of a product development team member for an automotive diagnostic equipment company. TMS ID# 3788317 Skillssoft .2 hour on-line
<b>SCORE</b> 0-1	<b>Problem Solving: Process, Tools, and Techniques</b> In personal and professional settings alike, the interrelated tasks of problem solving and decision making are often encountered. This Challenge Series exercise focuses on the process, techniques, and competencies that help create winning solutions TMS ID# 2163964 Skillsoft .2 hour on-line

<b>SCORE</b> 2-3	<b><u>Turning Problems Around with Reverse Brainstorming</u></b> This Business Impact explores the technique of reverse brainstorming - a process that helps teams to think obliquely and explore problems in an unconventional manner. TMS ID# 1325087 Skillsoft .1 hour on-line
<b>SCORE</b> 2-3	<b><u>Defining Alternative Solutions to a Problem</u></b> Part of problem solving is creating alternative solutions. In this course, you'll learn how to define ideal states and generate and evaluate problem solutions. You'll also learn how to recognize and avoid common problem-solving pitfalls. Learning Objectives: learn how to define ideal states, generate and evaluate problem solutions, recognize and avoid common problem-solving pitfalls. TMS ID# 4501685 Skillsoft on-line
<b>SCORE</b> 4	<b><u>Decisions: Making the Right Move</u></b> You make decisions all day long, many are quick and simple. But when decisions have a far-reaching impact, you need to take care to fully understand the issue, consider diverse viewpoints, and evaluate various options against the right criteria, avoiding traps of bias and hasty conclusions along the way. Once you have made the best decision, put it in action and verify the results. In this Challenge, you will play the role of a Facilities Manager using a problem-solving approach to choose the right building and location for your company's next move. Skillsoft TMS ID# 4500351 .25 hour on-line
<b>SCORE</b> 4	<b><u>Executing Innovation</u></b> Each innovation lifecycle is unique, but there are certain elements that successful innovations have in common. This Business Impact explores four critical components of executing innovation. TMS ID# 1325086 Skillsoft .1 hour on-line

**For Additional Critical Thinking Resources, Including Courses, Books, and Audio Books, ....**

**Please Refer to The Critical Thinking Additional Resource Guide**



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