Developing critical thinkin

Explain the difference between beliefs, attitudes and values Before determining what is the difference between beliefs, attitudes and values. You must firstly acknowledge what they are. Beliefs The dictionary definition of beliefs is; An acceptance that something exists or is true, especially one without proof: Something one accepts as true or real; a firmly held opinion: A religious conviction: Trust, faith, or confidence In (someone or something): http://www. Subdirectories. Com Beliefs are the things that we hold dearest to us, believing that they are true and erect. Most of the time though, there's no proof or evidence to support these beliefs. The biggest belief In many people's lives is religion. People's religious beliefs can vary depending on their faith. Christians believe that God made the world In 7 days, when you die you will go to heaven or hell depending on how you conducted your life and that Jesus died on a cross.

Jehovah Witnesses base their faith on Christianity but have different beliefs. They believe that when you die there is no heaven or hell and Jesus died on a stake not a cross, that's why they do not use the cross in their faith. Personally I don't have a religious belief and believe In evolution. There are facts and evidence which prove that we have evolved over millions of years. I can't believe that an unknown being created everything in 7 days, put 2 white people in the Jungle and now we have the human race.

Attitudes The dictionary definition of attitude is: A settled way of thinking or feeling about something: A position of the body indicating a particular mental state: Truculent or uncooperative behavior: Individuality and self-confidence: http://www. Exceptionalness. Com Attitudes are the positive or negative evaluation we make of something. As we grow, learn and

experience things as Individuals we form attitudes. These attitudes can be about a particular thing as where others may not be positive or negative and may " sit on the fence".

Attitudes can also form our beliefs. As an example, my attitude is that the death penalty should be reintroduced for serious crimes. This forms my belief that if the death penalty was reintroduced then people would think twice about committing these serious crimes. Values The dictionary definition of values is; The regard that something is held to deserve; the importance, worth, or usefulness of meeting: Principles or standards of behavior; one's Judgment of what is important in life: Values are things which we deem important to us and effect how we conduct ourselves.

Values are things such as integrity, loyalty, honesty the environment and much more. Our values can be based on beliefs or formed by our background. Our values can be correct or incorrect when compared to facts, but regardless it's what we feel is true. As I have no religious beliefs then I don't form any specific set of values set out by a religious faith. I value things such as respect, integrity and honesty but these have en formed by my understanding of what is right and wrong.

These days we live in a world where right and wrong are not instilled as strongly in certain areas. As a result these values can be lost. Summary Beliefs are our strongest feelings towards something weather it is right or wrong, fact or speculation. Once we accept a belief then this goes on to form our values and attitudes. As an example; The beliefs stated within the Islamic faith may be interpreted differently by people. Two Muslims, both

believe in Allah and recite the Curran but their values and attitudes may vastly vary. One may value the lives of others and respect others.

As a result their attitude would be to resolve matters peacefully and respectfully. The other, may not value the same things and form the attitude that violence and war is the only way to resolve an issue. AC 1. 2 Critically assess the impact of beliefs, attitudes and values on own behavior To critically assess the impact of beliefs, attitudes and values on my own behavior, I have formulated a table to assess the advantage and disadvantages of these. Belief, Attitude, Value Strengths Weaknesses Being atheist Logical Dismissive of others views Analytical

Arrogant about religion Factual Unsympathetic Direct approach to tasks Pessimistic Cautious Unwilling to trust others Play it safe Not always supportive Unemotional Integrity Honesty Stubborn Keeping my word Argumentative Standards Direct Don't complain What you see is what you get By completing this table with 1 of my beliefs, attitudes and values I feel I can clearly see how my impact on my behavior as a manger and my personal life. My behavior Before taking on a task I like to have all the factual and relevant data to analyses before making any further Judgments.

Once I believe I have the correct information I tit the information to hand I will then commit myself to the task until it's completed. Advantages The task is completed to the highest standard and everything which I said I'd do Eve done. This no-nonsense direct approach ensures tasks are completed and maintains my integrity. Disadvantages I don't take into account no factual information or hearsay which could affect the task. I don't consider others

personal views which are not directly relevant to the task. I can be untrusting of others and not give them an opportunity to develop. As an individual I am outspoken, direct and unemotional.

I believe these can be good behavioral attributes as they allow me to get on and achieve what I want. As a result others see this and follow. I do take into account that not everyone has this approach. I feel though that those who have more emotional and uncertainness behavioral traits tend to follow others than be leaders themselves. Management Theories Management theories are ideas which are general rules or styles on how to manage a company. These " rules", " styles" are used by managers or senior staff to acknowledge and achieve the company's goals by ensuring they encourage and motivate staff to perform.

There are lots of different management theories which can be used relevant to a specific outcome. Classical Management Theory Human Relations Theory Neo-Human Relations Theory System Theory Kurt Lenin Theory One management theory relevant to my role is the Kurt Lenin Theory Description Kurt Lenin and colleagues carried out leadership decision experiments in 1939 and identified three different styles of leadership, in particular around decision-making. Autocratic In the autocratic style, the leader takes decisions without consulting with others. The decision is made without any form of consultation.

In Linen's experiments, he found that this caused the most level of discontent. An autocratic style works when there is no need for input on the decision, where the decision would not change as a result of input, and

where the motivation of people to carry out subsequent actions would not be affected whether they were or were not involved in the decision-making. Democratic In the democratic style, the leader involves the people in the decision-making, although the process for the final decision may vary from the leader having the final say to them facilitating consensus in the group.

Democratic decision-making is usually appreciated by the people, especially if they have been used to autocratic decisions with which they disagreed. It can be problematic when there are a wide range of opinions and there is no clear way of reaching an equitable final decision. Laissez-fairer The laissez-fairer style is to minimize the leader's involvement in decision-making, and hence allowing people to make their own decisions, although they may still be responsible for the outcome. Laissez-fairer works best when people are capable and motivated in making their own decisions, and where there is no requirement for a people and groups. Changing's. Org) Within my role I would use all 3 styles of the Kurt Lenin Theory dependent on the task in hand. For Example; I would use the autocratic style when carrying out employee inductions. During the induction process employees are told about subjects like; Health and Safety, code of conduct and how to complete paperwork. These subjects are not negotiable and are set policies of the organization. The democratic style would be used when carrying out team meetings. This style gives the staff an opportunity to have input into the meeting and issues raised within he meeting.

Their input can used to find solutions or change the organizations methods. Laissez-fairer would be used within our education section. Staff within this

section, have many years' experience in delivering educational training. Due to their expertise and knowledge they are allowed to freely change and adapt the course content to meet the needs of our clients. AC 2. 2 Critically assess the impact of own beliefs, attitudes and values on a management theory relevant to your role The theory I'm going to assess myself against is the autocratic theory, as I believe that his theory fits my style of leadership.

I was brought up in a family where you done what you were told and your views didn't count. Some people can see this as harsh and unsympathetic but I believe it gave me a firm grounding and instilled strength in me. When I Joined the army this approach continued, which suited me. In the army you're taught not to think or question things, you Just do what you've been ordered to. This is an effect method Upon leaving the army I became a manager within a charitable organization. I had to change my methods slightly to suit the environment at the time.

The organizations those was based solely on meeting the needs of the community and not so much on the business side. Although the organization was financially stable at the time, forthcoming financial cuts would impact greatly on the organization. As section managers we all made proposals to the board of directors on what we felt was the way forward. My proposals included reducing services in unsustainable areas, redundancies where required and a stronger emphasis on developing parts of the organization which generated income.

Other managers within the organization found my approach difficult to support. They let that involving others, discussing matters and trying to

empower others to help us was the way forward. Although I could see it was important to maintain the organizations aims and objectives but preventative measures were required to try and maintain some level of service to the community. Although my proposals were based on facts, the board of directors felt my approach and management style was to direct. They felt we could resolve things through other methods proposed by other managers.

I could not support these proposals from other managers as the majority of their plans was based on hearsay and what ifs. I informed the directors I would continue to manage my section in a manner which I saw fit and relevant to our business nature. They decided to support my views whilst they further explored options made by other managers. Over the next 3 years whilst exploring these options the project declined. This resulted in thousands of pounds being wasted trying to support unsustainable services and the redundancy of 36 staff, 4 of whom who were the section managers who proposed alternate ideas.

Although the organization has declined in other areas, the section I manage has grown over 75%. The board of directors now acknowledge my proposals would have prevented an organizational decline and in hindsight they should have supported them. The diagram shows the objective differences between a public and private organization (http://en. Wisped. Org) The voluntary sector ethos has always been to support the wider community through the means of funding, with an " it will be k attitude".

Individuals, who have worked within this sector for a number of years, are not always supportive of change when it comes to the voluntary sector ethos. Since 2006 though there has been a stronger SSH on the voluntary sector to take on public services activities. This push and the decline in funding available for the sector has moved charities more into the commercial sector to maintain operating. As a result, if you're going to operate in the commercial sector then you're required to act and think more like the commercial sector.

I understand that my approach may have its strengths and weaknesses but felt it was relevant and required during this time. As a person who holds the belief of integrity in high regard, sometimes you have to make the difficult decisions for the greater good. My information was based on factual, relevant information My proposals were open and transparent Done with the organizations interests at heart Stood by what I believed whilst others questioned Unsupported of others views Distressed others within the organization It was felt I did no support the organization as a whole AC 2. Use the critical assessment to evaluate how someone with different beliefs, attitudes and values might interpret the theory different Throughout the above process, my colleagues and board of directors felt that this approach did not suit the nature of the organization, although they did accept times here changing and a firmer approach were required. At this time I was a Junior member of the organization. I can see that others who had been with the organization for a number of years prior, found my style different and did not support it.

These individuals had always managed by democratic and laissez- fairer styles as you would find in the charitable sector. Proposals required this financial support to be reduced. This reduction would have meant cuts to services and redundancies. It would have allowed us though to invest in areas to generate further income which would then be used to support those non- profit making sections. My colleagues did not see it is this way and could not Justify making changes for the long term sustainability.