



Decision-analytical training I

What to do after graduating from high school?

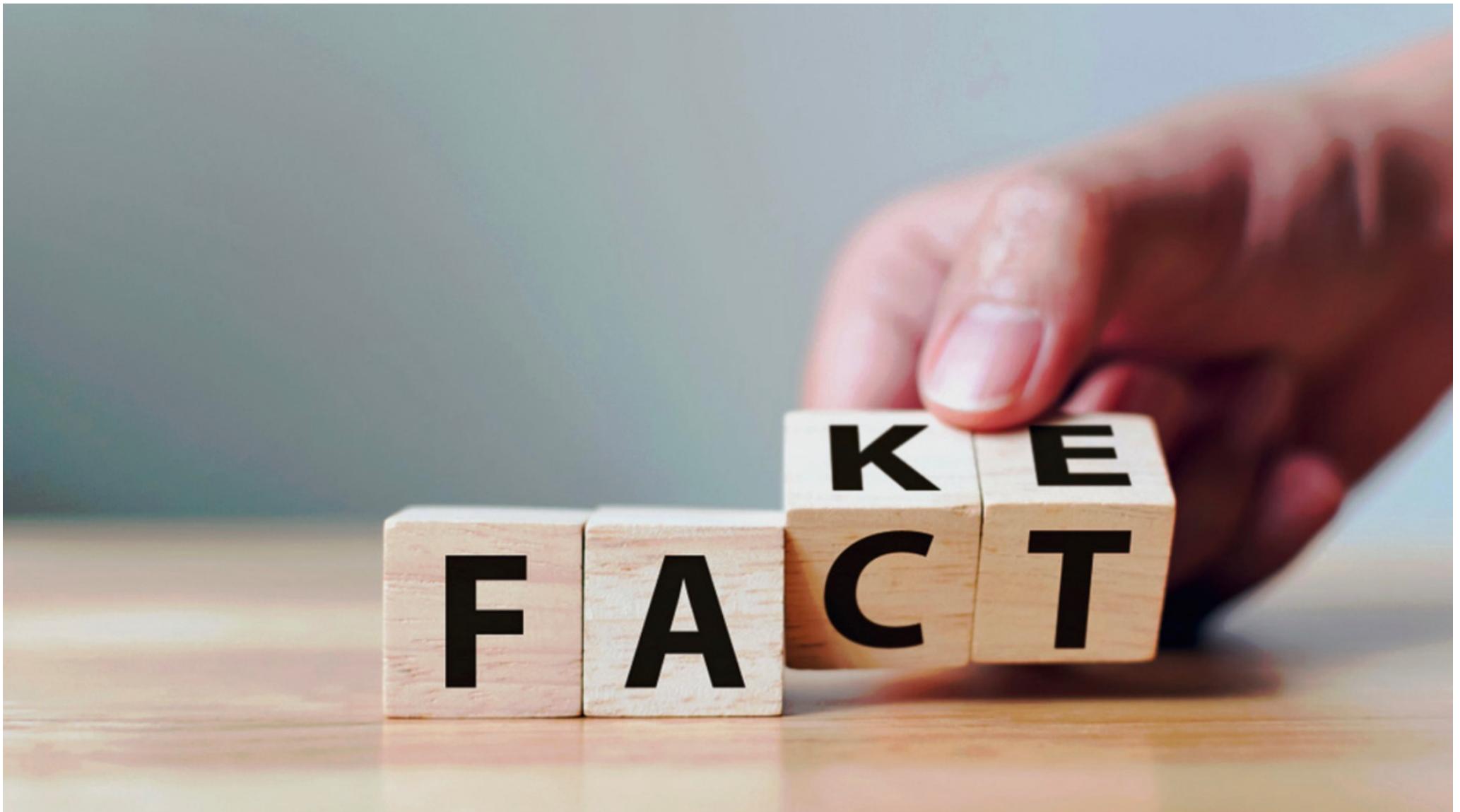
How do you decide?

Please fill out the
questionnaire
individually.



1

Fake Fact



What is a decision?

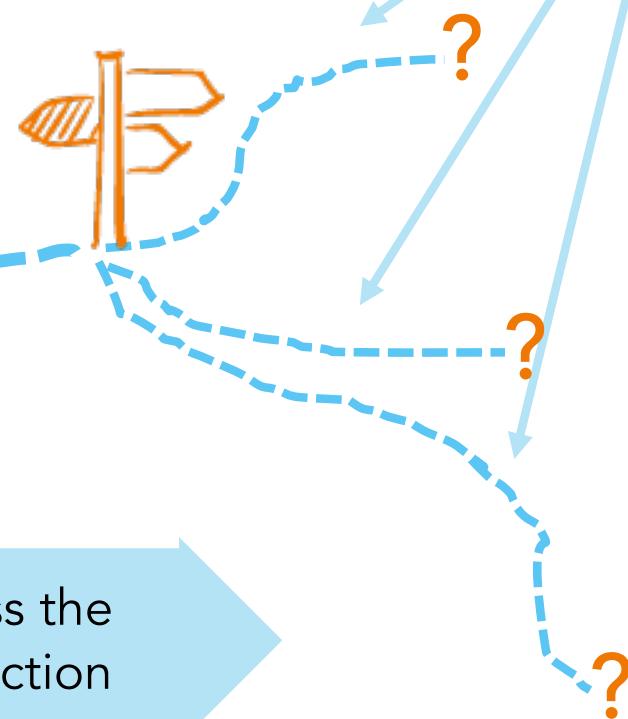
A good decision makes sense and feels good!



Multiple options, which cannot be realized at the same time

Associated with uncertainties

After the decision-making process the implementation must follow → Action



How do you recognize a good decision?



A good decision outcome is what you hope to achieve.

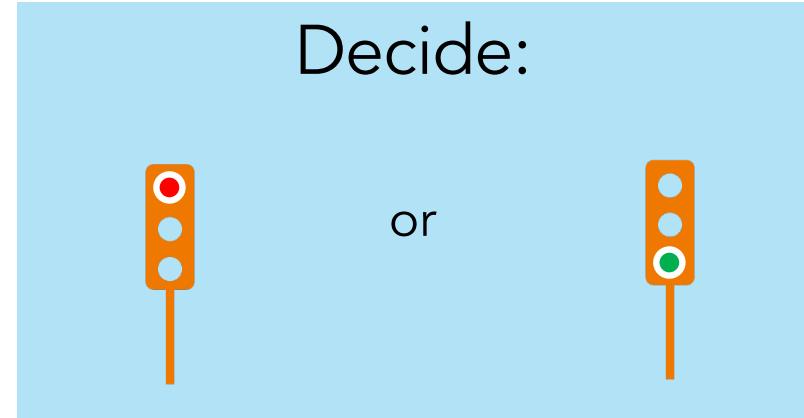
A good decision is the analytical process you go through to maximize the likelihood of a good outcome.

→ Decision Analysis

Good decision (process) vs. good outcome



good outcome



good decision (process)

Good decision (process) vs. good outcome



Decide:



or

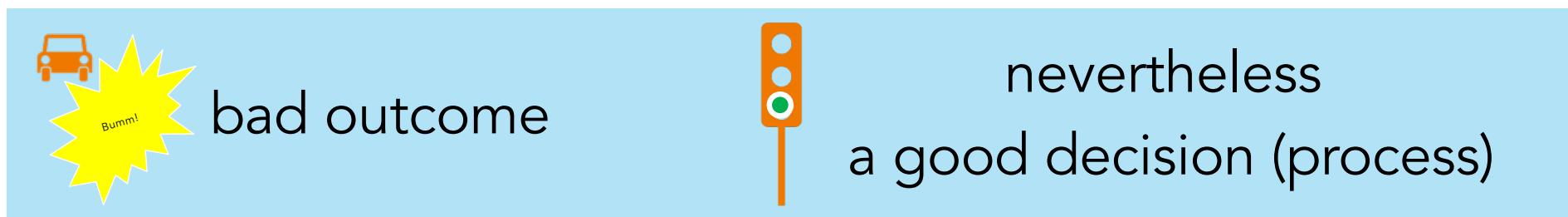
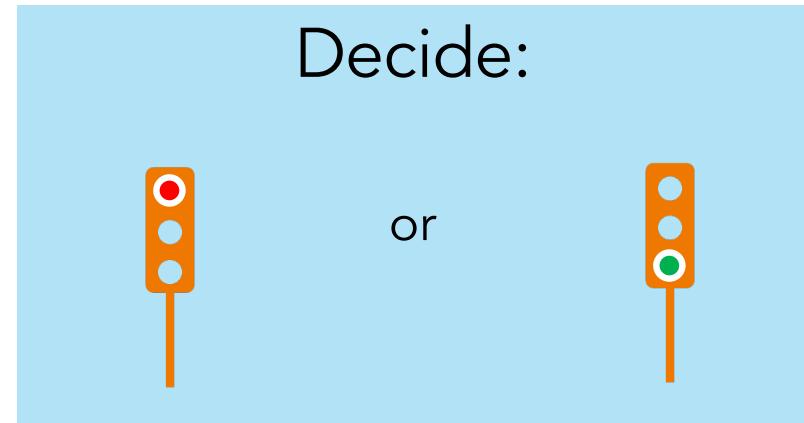


bad outcome

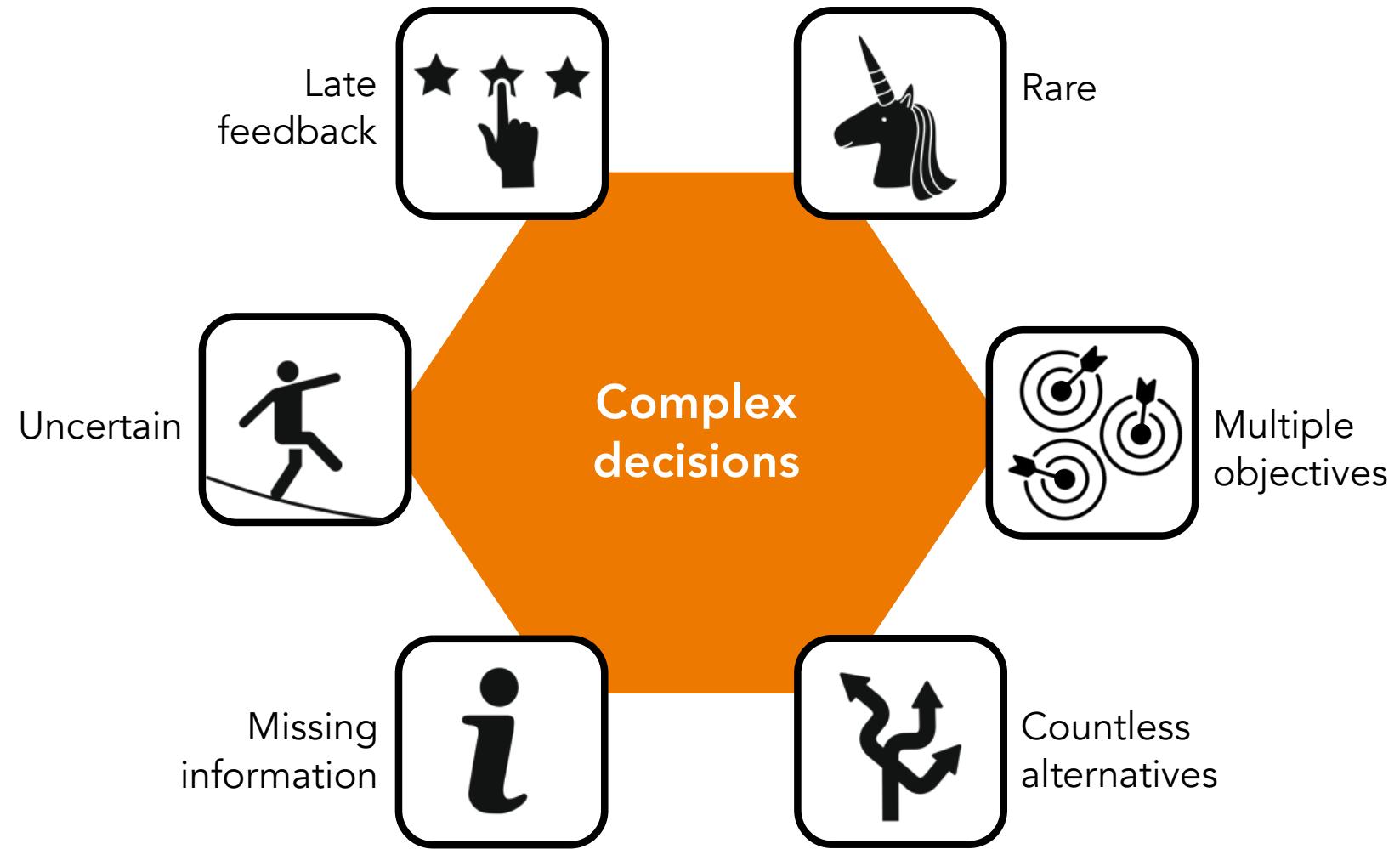


bad decision (process)

Good decision (process) vs. good outcome

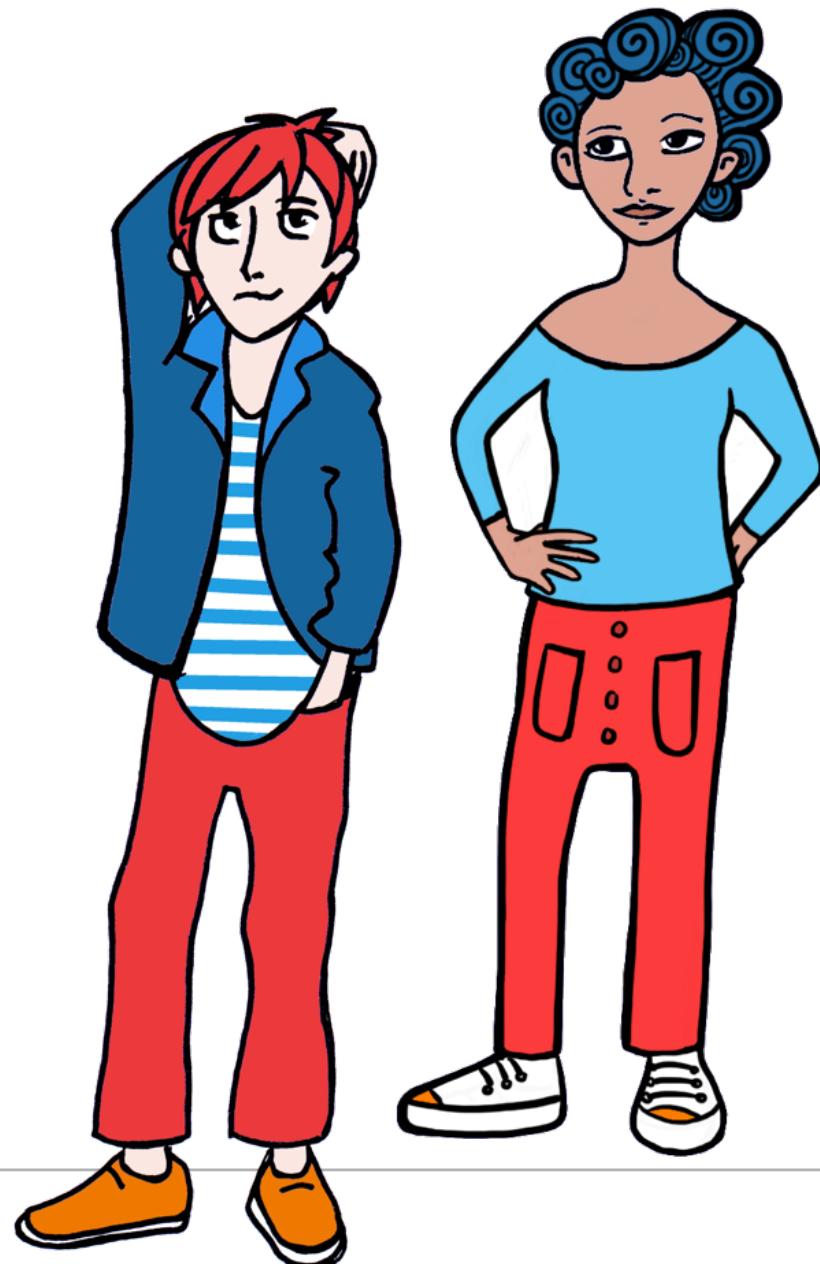


Why are complex decisions so difficult?



2

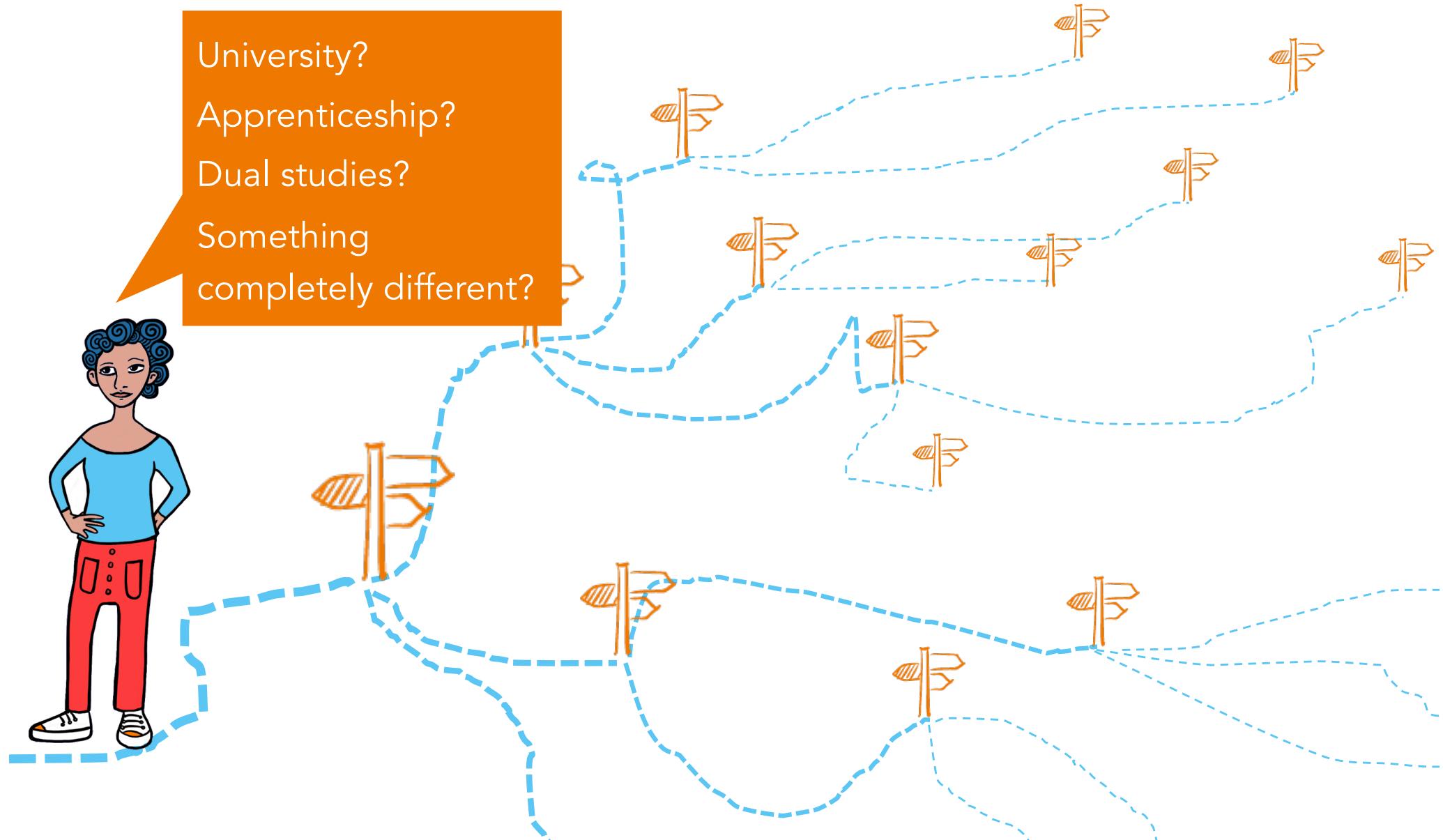
Help Tim and Emma!



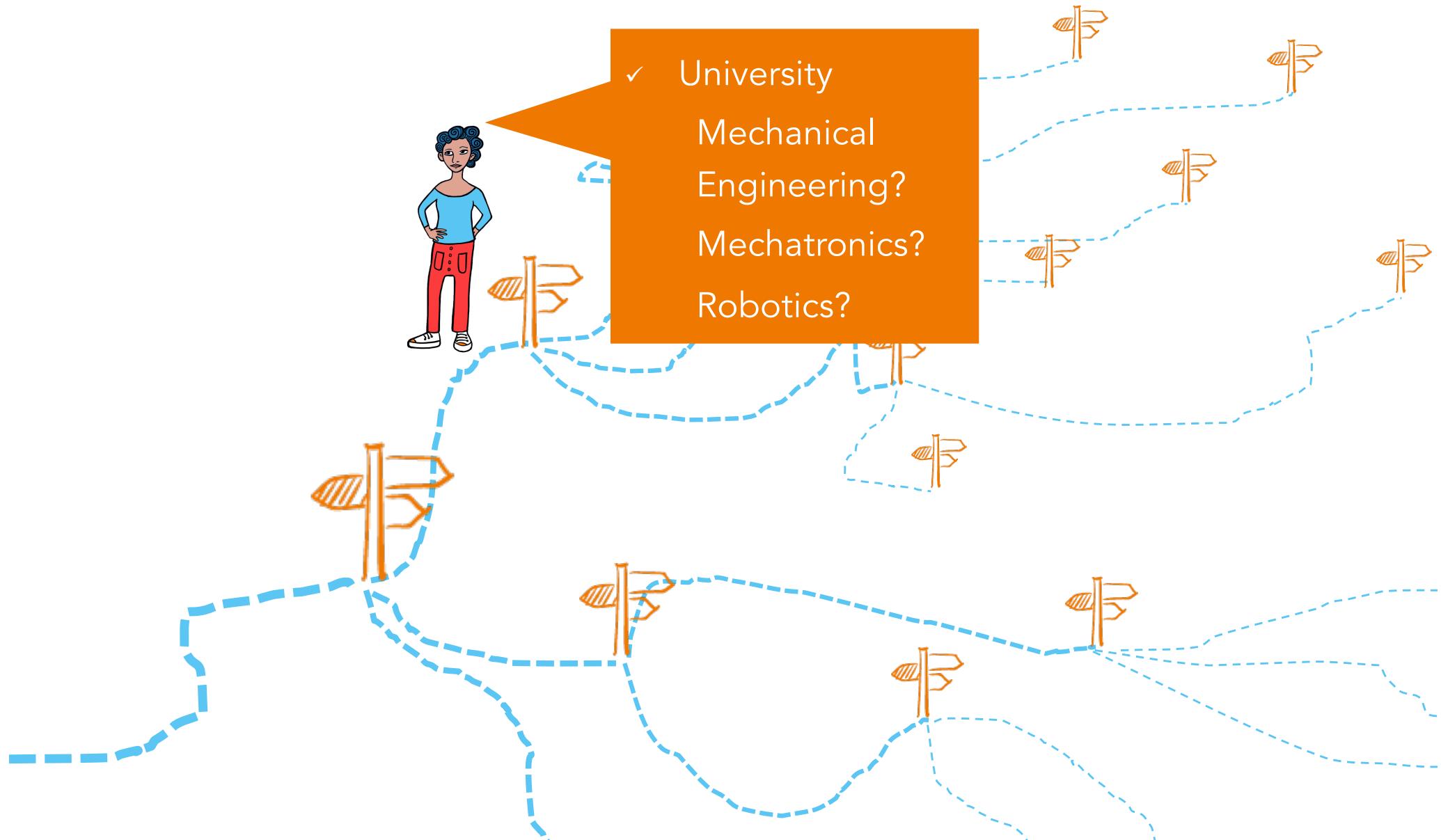
Tim and Emma are constantly asked by their teachers and parents what they want to do after finishing their school.

But the two simply don't know yet and feel "somewhat" overwhelmed with the decision.

Emma's path of decisions

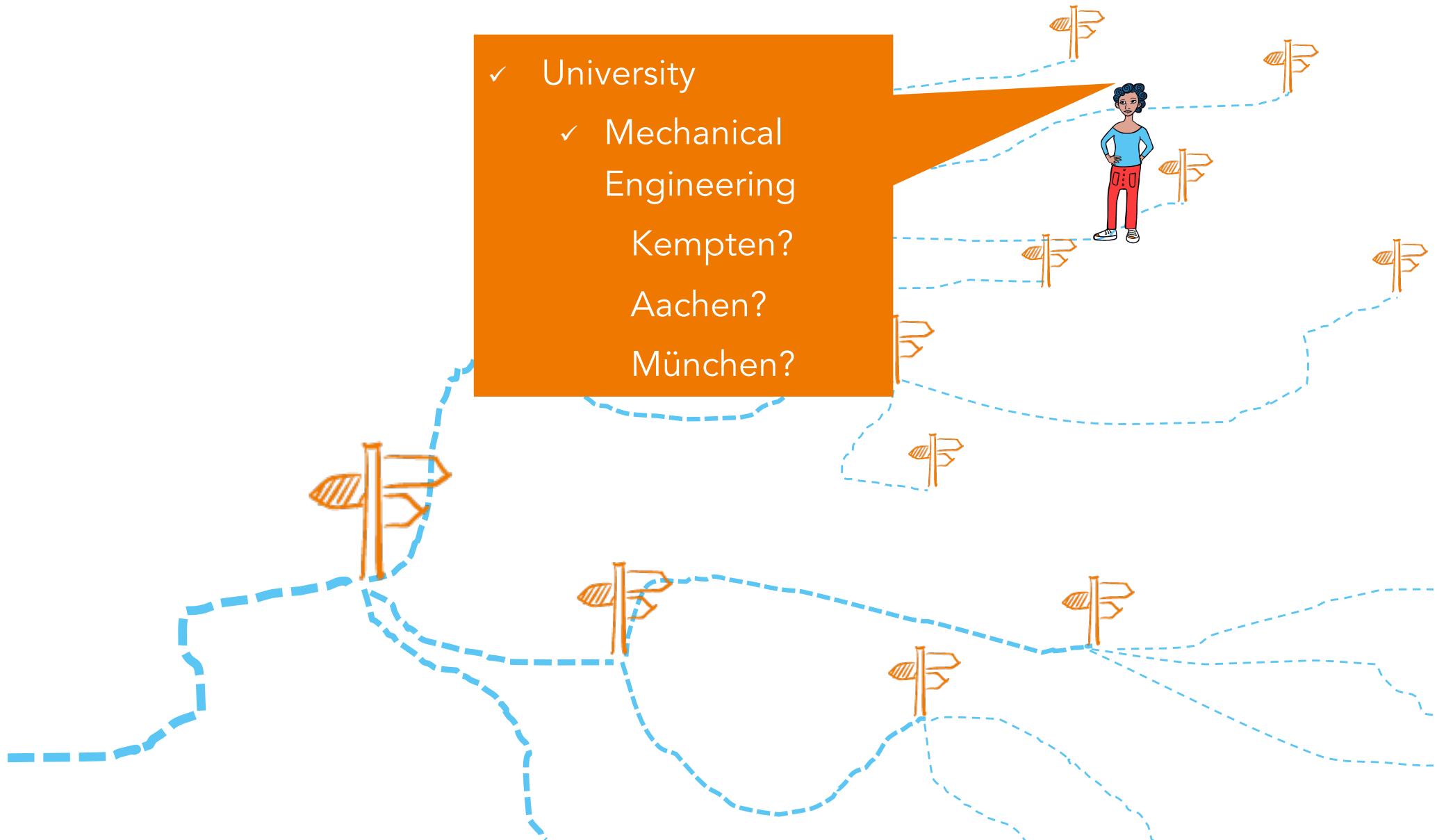


Emma's path of decisions



Emma's path of decisions

- ✓ University
 - ✓ Mechanical Engineering
- Kempten?
- Aachen?
- München?

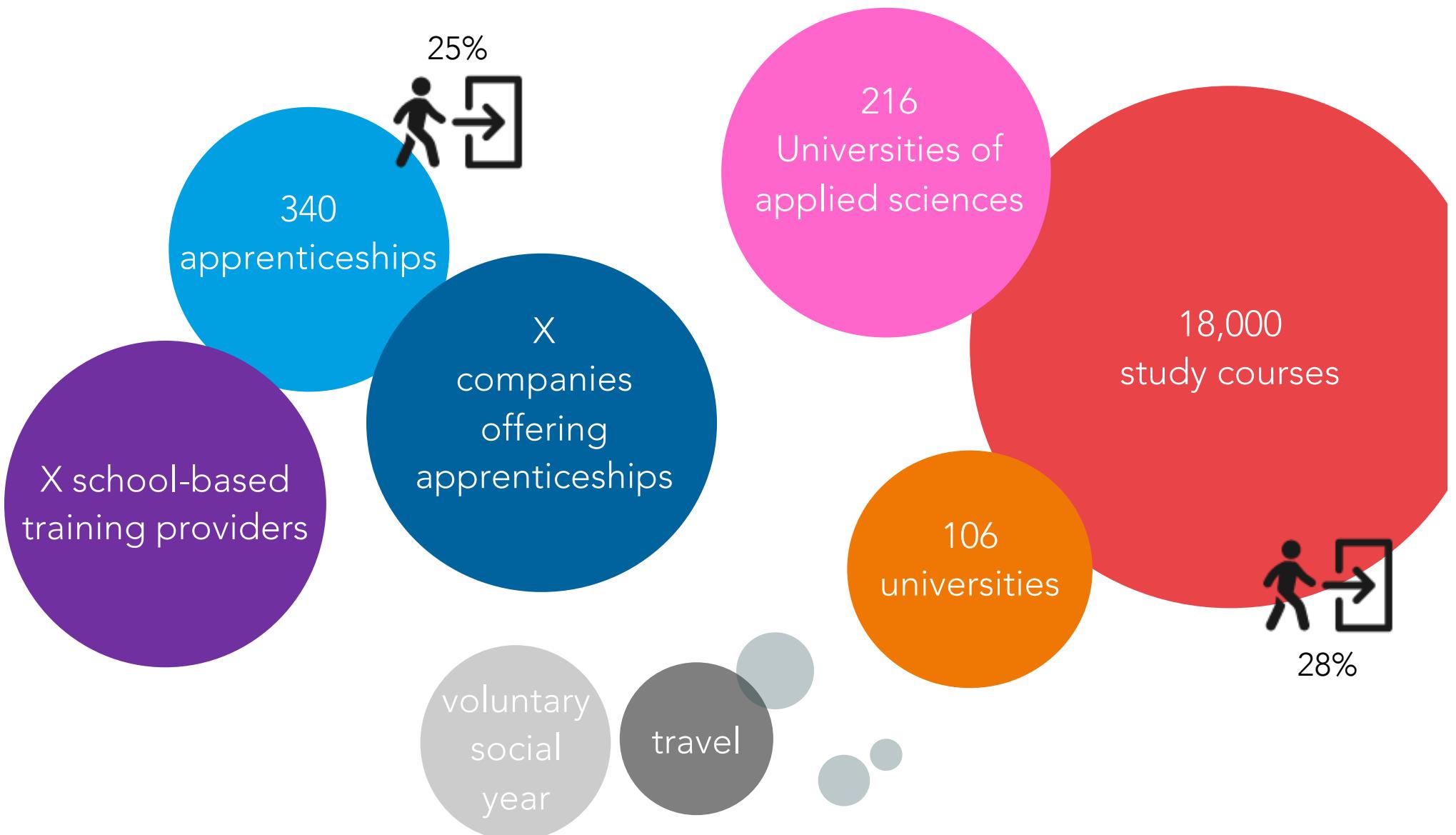


How do you position yourself?



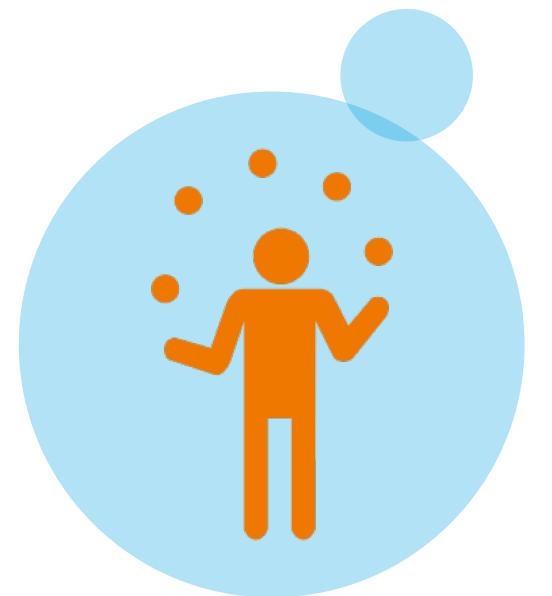
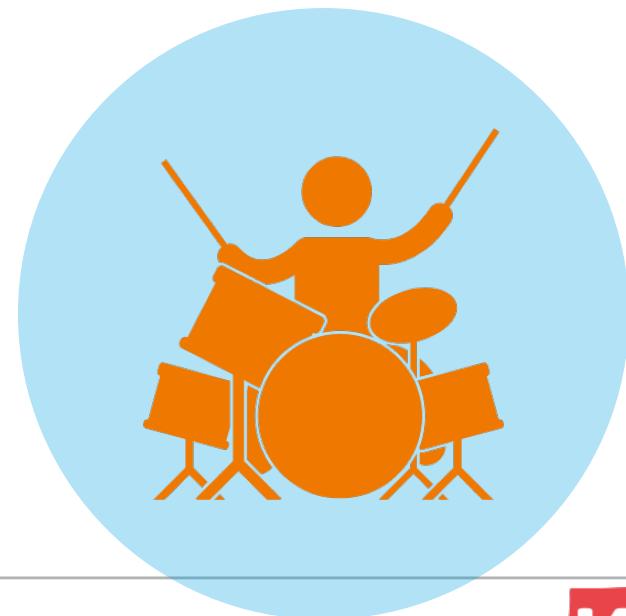
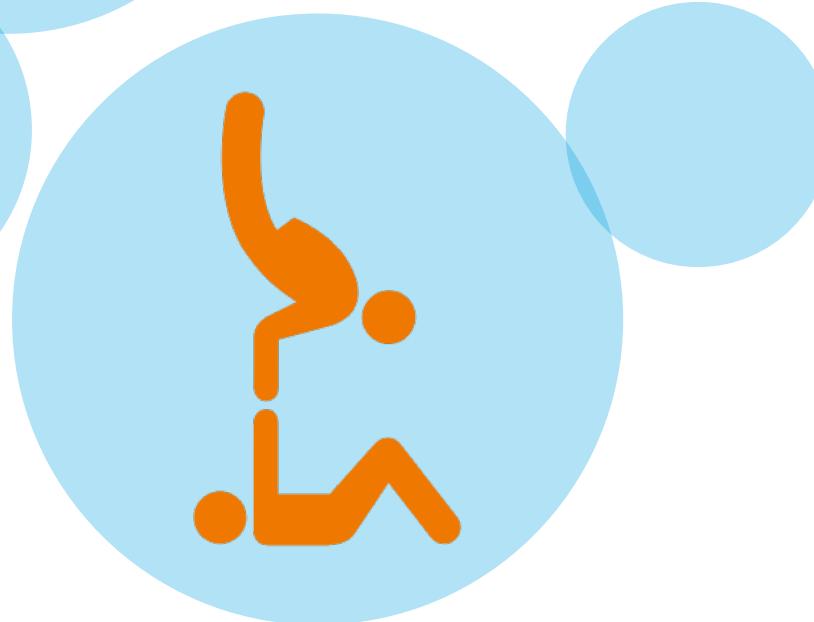
Please all stand up!

Why is it difficult to decide what to do after school?

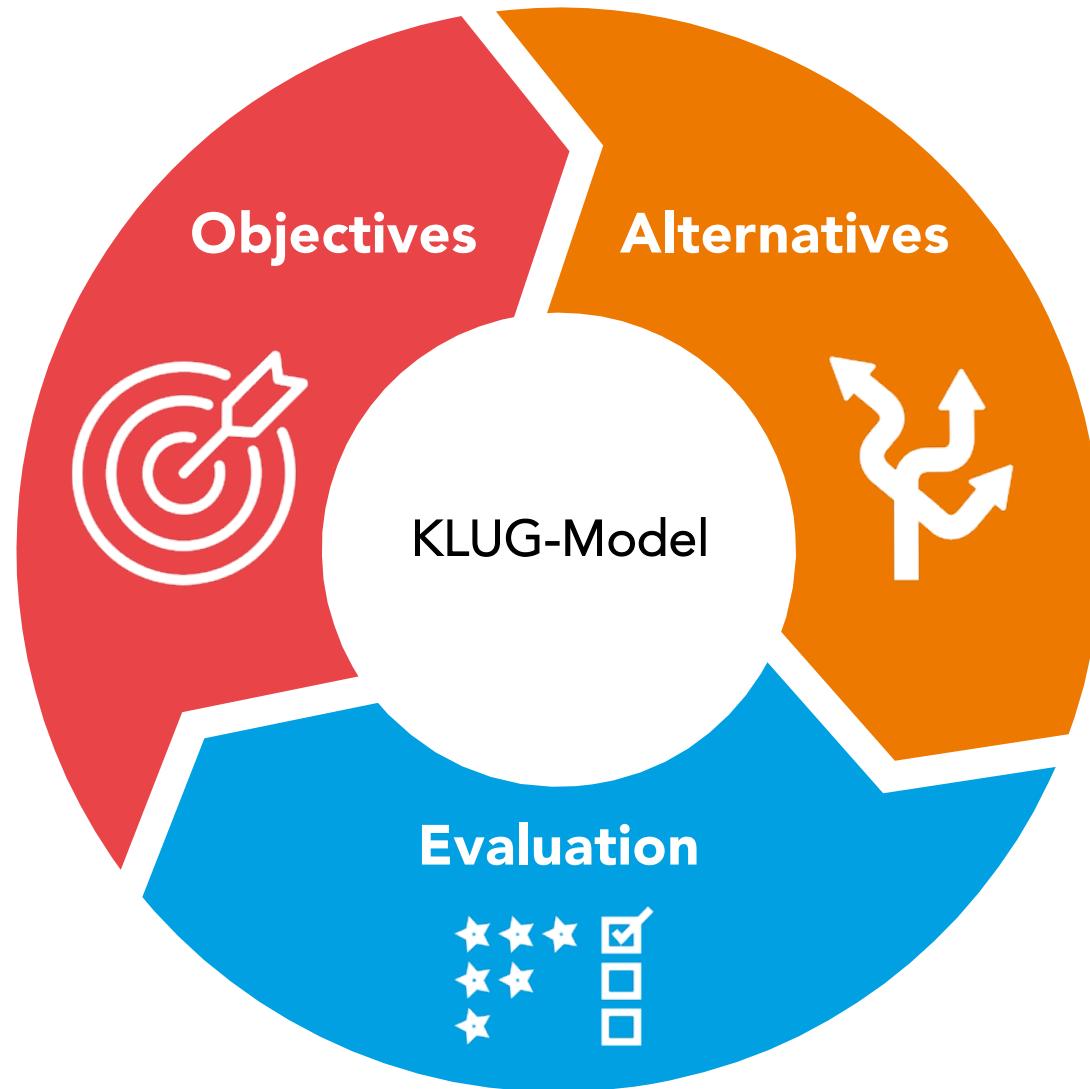


Complex skills can be learned

What are you good at?

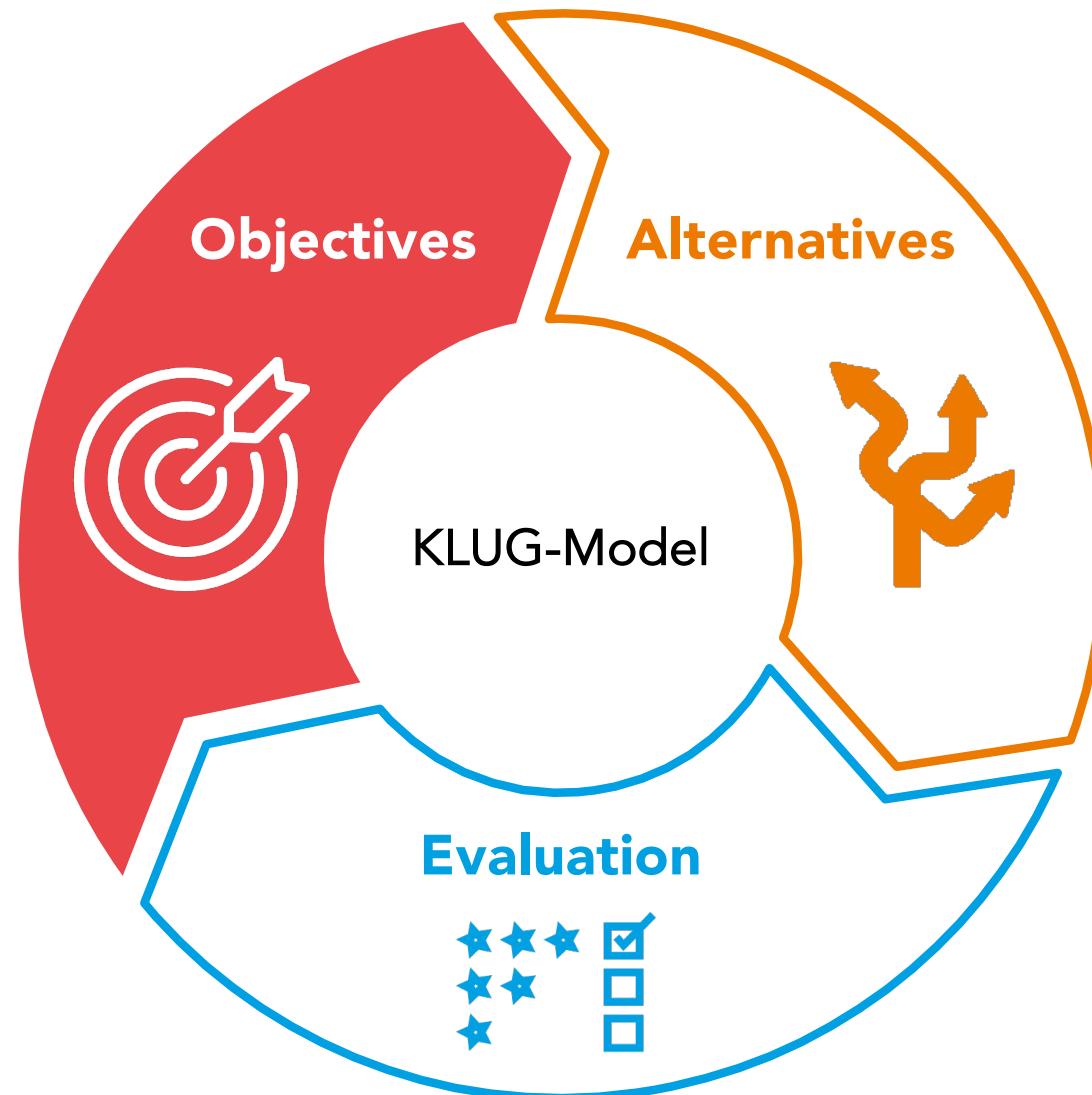


The KLUG model reduces complexity and leads to a good decision in three steps



3&4

The KLUG model reduces complexity and leads to a good decision in three steps



Example shoe shopping

DAMEN | HERREN | KINDER



Anmelden



Wunschzettel



Warenkorb

Get the Look NEU Bekleidung Schuh

Schuhe



Damen
Herren
Kinder

'Schuhe'

Sortieren ▾

Größe ▾

Marke ▾

Farbe ▾

Preis ▾

Rabatt ▾

Obermaterial ▾

Nachhaltigkeit ▾

Anlass ▾

Saison ▾

Style ▾

Mehr Filter

99.526 Artikel

Gesponsert



Gesponsert



Gesponsert



Source: www.zalando.de

Example shoe shopping

DAMEN | HERREN | KINDER

Deutsch 

Anmelden 

Wunschzettel 

Warenkorb 

Get the Look NEU Bekleidung Schuh

 Schuhe 

Damen
Herren
Kinder

'Schuhe'

Sortieren 

Größe 

Marke 

Farbe 

Preis 

Obermaterial 

Nachhaltigkeit 

Saison 

Beliebteste

Neuheiten

Niedrigster Preis

Höchster Preis

Sale

uss 

Innenfutter 

Kampagnen 

Lieferung 

114 Artikel

Gesponsert



Gesponsert



Exclusion criteria

- ✓ Size
- ✓ Color
- ✓ Style

Source: www.zalando.de

Example apprenticeship search

Für Unternehmen | Für Lehrer [Anmelden](#)

Berufe entdecken ▾ Ausbildungsplatz finden ▾ Rund um die Ausbildung ▾ Duales Studium ▾ [Suche](#)

Was? Traumberuf oder Unternehmen

Wo? Ort oder PLZ [Weitere Filtermöglichkeiten](#)

Suchen

66817 freie Ausbildungsplätze

224 freie Plätze 
BANK.ECHT.ANDERS.
**MEIN JOB:
ICH STARTE DURCH
KENWIND**
TARGOBANK Mit Direktbewerbung

571 freie Plätze 
fielmann

527 freie Plätze 
DEICHMANN

KLUG!
entscheiden

Source: Ausbildung.de

Example apprenticeship search

The screenshot shows the homepage of Ausbildung.de. At the top, there is a navigation bar with links for "Für Unternehmen | Für Lehrer", "Anmelden", and categories like "Berufe entdecken", "Ausbildungsplatz finden", "Rund um die Ausbildung", and "Duales Studium". A search icon is also present.

The main search interface includes fields for "Was?" (kauffrau) and "Wo?" (bayern), both with placeholder text "Was? Wo?". To the right of these fields is an orange "Suchen" button with a magnifying glass icon.

Below the search bar, there is a section titled "Umkreis" (Radius) with a slider set to 20 km.

On the left side, there is a section titled "Ausbildungsarten" (Training types) with the following filter options:

- Klassische Ausbildung anzeigen
- Schulische Ausbildung anzeigen
- Duales Studium anzeigen
- Weiterbildung anzeigen
- Betriebsinterne Ausbildung anzeigen
- Abiturientenprogramm anzeigen
- Schulische und duale Ausbildung anzeigen

On the right side, there is a section titled "Weitere Filtermöglichkeiten" (Additional filter options) with three dropdown menus:

- Mittlere Reife
- Beruf auswählen
- Branche auswählen

Source: Ausbildung.de

Example apprenticeship search

Für Unternehmen | Für Lehrer [Anmelden](#)

Berufe entdecken ▾ Ausbildungsplatz finden ▾ Rund um die Ausbildung ▾ Duales Studium ▾ [Suche abonnieren](#)

Aktive Filter: Abschluss: Mittlere Reife [X](#)

89 freie Ausbildungsplätze

410 freie Plätze



Edeka

Kaufmann im Einzelhandel (m/w/d)
bei EDEKA

Beginn: 01.09.2021

Ort: 85092 Kösching + 409 weitere

[Zur Stelle](#)

62 freie Plätze



Edeka

Frischespezialist (IHK) (m/w/d)
bei E center

Beginn: 01.09.2021

Ort: 85055 Ingolstadt + 61 weitere

[Zur Stelle](#)

103 freie Plätze



ALDI SÜD

Ausbildung zum Verkäufer und Kaufmann im Einzelhandel (m/w/x)
bei ALDI SÜD

Beginn: 01.09.2021

Ort: 85055 Ingolstadt + 102 weitere

[Zur Stelle](#)

Example university search

The screenshot shows the homepage of the ZEIT Campus SUMA search engine. At the top, there is a dark header bar with the ZEIT Campus logo, a navigation menu with links to ZEIT ONLINE, Abo, Mehr, Anmelden, and several dropdown menus for STUDIUM-INTERESSENTEST, STUDIENGÄNGE, HOCHSCHULEN, MEIN PROFIL, and FÜR HOCHSCHULEN. Below the header, the URL WAS SOLL ICH STUDIEREN > STUDIENGANG SUCHMASCHINE is visible. The main visual is a large graphic featuring a stylized orange figure in profile, looking down at a white input field. The input field contains the placeholder text "Welchen Studiengang oder Hochschulort suchst du?". To the right of the input field is a black button labeled "Suchen". Above the input field, the text "SUCHMASCHINE FÜR STUDIENGÄNGE" is prominently displayed in large white letters, followed by the subtitle "Deutschlands umfassendste Studiengangsdatenbank". Below the main search area, there is a horizontal row of four boxes with the following text:

- SUMAQ** SUCHMASCHINE FÜR STUDIENGÄNGE
- VOLLSTÄNDIG** Alle staatlich anerkannten Studienangebote Deutschlands
- INDIVIDUELL** Persönliche Suchfilter und Merklisten
- KOSTENLOS** Komplett kostenfrei und an...

At the bottom left, there are two light gray boxes showing statistics: "9.322 Bachelorstudiengänge" and "9.744 Masterstudiengänge". On the far right, there is a large, stylized orange graphic of a person's head and shoulders.

ZEIT Campus

STUDIUM-INTERESSENTEST

STUDIENGÄNGE

HOCHSCHULEN

MEIN PROFIL

FÜR HOCHSCHULEN

WAS SOLL ICH STUDIEREN > STUDIENGANG SUCHMASCHINE

SUCHMASCHINE FÜR STUDIENGÄNGE

Deutschlands umfassendste Studiengangsdatenbank

Welchen Studiengang oder Hochschulort suchst du?

Suchen

SUMAQ
SUCHMASCHINE FÜR STUDIENGÄNGE

VOLLSTÄNDIG
Alle staatlich anerkannten
Studienangebote Deutschlands

INDIVIDUELL
Persönliche Suchfilter und
Merklisten

KOSTENLOS
Komplett kostenfrei und an...

9.322 Bachelorstudiengänge

9.744 Masterstudiengänge

KLUG!
entscheiden ■

Source : studiengaenge.zeit.de

Example university search

ZEIT Campus > ZEIT ONLINE Abo Mehr Anmelden

SUMA STUDIUM-INTERESSENTEST STUDIENGÄNGE HOCHSCHULEN MEIN PROFIL FÜR HOCHSCHULEN

[WAS SOLL ICH STUDIEREN](#) > [STUDIENGANG SUCHMASCHINE](#) > [STUDIENGÄNGE](#)

Studiengang oder Hochschulort eingeben... SUCHEN

306 STUDIENGÄNGE

Vollzeitstudium × Bachelor × Universitäten × Suchwort: Psychologie ×
Suchwort: Wirtschaft × alle löschen ×

FILTER

- Standort
- Studienabschluss
- Studiengächer
- Studienform
- weitere Filter
- Hochschultyp
- Zulassungsmodus
- Lehramt

Exclusion criteria

- ✓ „Psychology“ & „Economy“
- ✓ Degree
- ✓ Type of study
- ✓ University type

Studiengänge | Hochschulen Sortierung: **Suchrelevanz** ▲

Relevanz
Alphabetisch (A-Z)
Alphabetisch (Z-A)

 **Psychologie**
Private Universität Witten/Herdecke gGmbH
Psychologie
Bachelor 6 Sem.

 **Psychologie**
Medizinische Hochschule Brandenburg Theodor Fontane
Psychologie Therapien, andere

Source : studiengaenge.zeit.de

Objectives as criteria for assessing alternatives



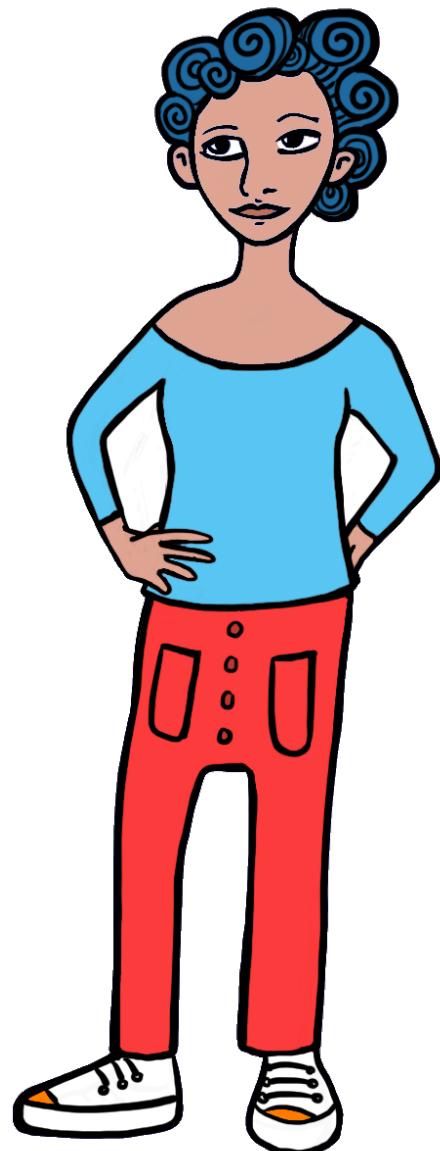
Definition

An objective is the motivation behind a decision.
Ask yourself, "Why do I want this?"

Objectives

- ... express what is important to you
- ... serve as criteria for the evaluation of alternatives
- ... are best formulated by a directed preference, e.g. "work practically as quickly as possible".





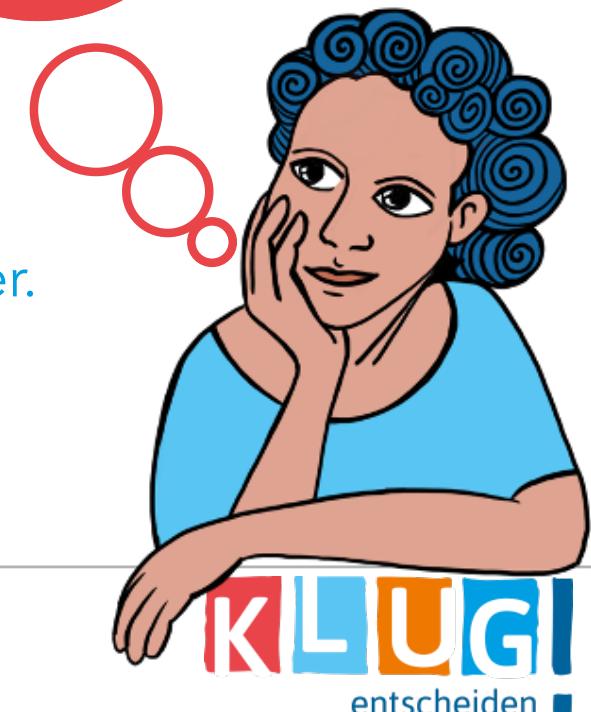
Emma has chosen a **technical focus** at school, which she enjoys. She did an **internship at a car mechanic** last summer, which was okay - but cars are not her passion. Her **grades are good**, so maybe **studying is one decision alternative**. She is looking forward to **meeting new people**, but also wants to be able to see her **school friends regularly**.

What objectives might Emma have for her vocational orientation?

- ✓ As diverse as possible
- ✓ As close to home as possible
- ✓ Meeting as many new people as possible
- ✓ Speaking/writing English as much as possible
- ✓ Lowest possible cost of living (rent, etc.)
- ✓ Job prospects as good as possible
- ✓ As technically challenging as possible



- Think about Emma's potential objectives.
Put together a list of potential objectives for her.
- Formulate the objectives according to the following scheme: "verb + as much/as little/as far, etc. as possible"





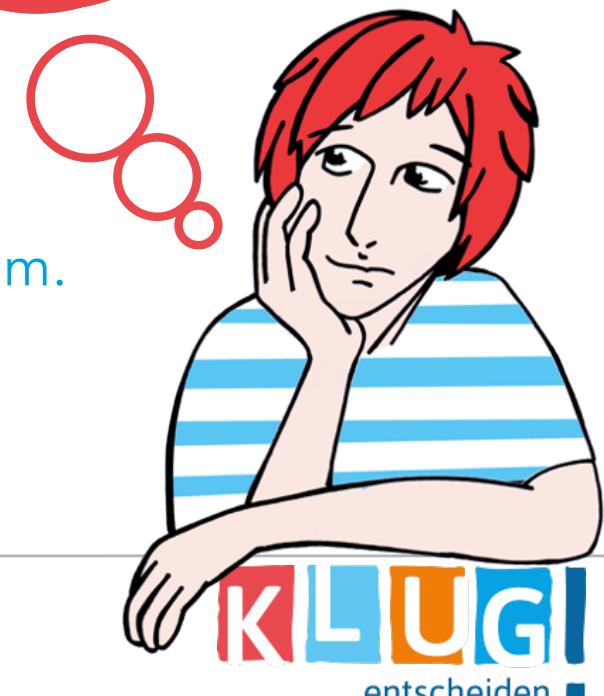
Tim's favorite subjects are **mathematics** and **sports**. He would like to work in a **large company** later on and make a **career**. He wants to earn his **own money** quickly and have the opportunity to spend **time on sports** in addition to his job. He has been playing soccer for most of his life and doesn't want to give it up. He would like to live **abroad** for a while. A completely different idea he has, is to join the **police**.

What objectives might Tim have for his vocational orientation?

- ✓ As good as possible career prospects
- ✓ As much free time as possible
- ✓ As good as possible chances to spend time abroad
- ✓ As easy as possible to reach by train for a visit to the home town



- Think about Tims potential objectives.
Put together a list of potential objectives for him.
- Formulate the objectives according to the following scheme: "verb + as much/as little/as far, etc. as possible"



What objectives might Shabab have for his vocational orientation?

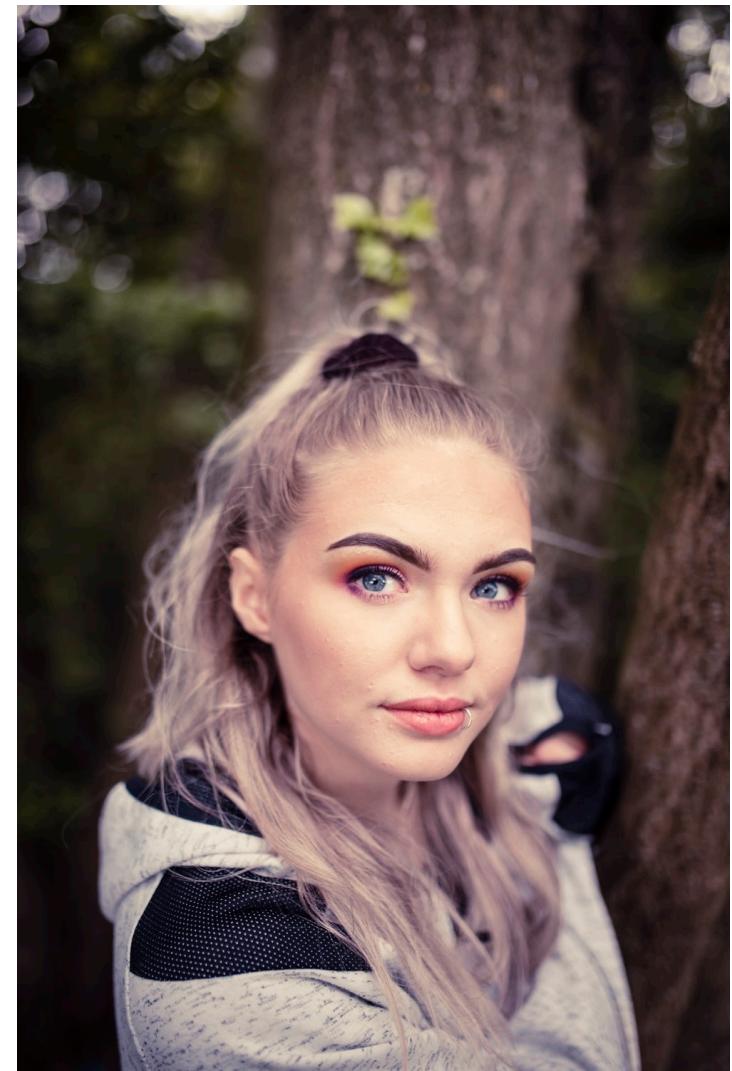


Source : www.unsplash.com

Shahab enjoys going to school and gets along well with his classmates. Twice a week he plays handball in the club. In his free time, he likes to look after his little cousins, help his younger brother with his homework and give private tutoring lessons. Shahab really enjoyed his school internship at a daycare center.

What objectives might Elisa have for her vocational orientation?

Elisa wants to do something with computer science. In her free time she likes to play multiplayer games. When she's not at her PC, she plays skill games with her friends or escapes from escape rooms. She also enjoys drawing manga and loves pizza. During her vacations, she has twice helped out at the drawing table in her aunt's graphic design office.



Source : www.unsplash.com

In 4 steps to the most important objectives

1. Generating list of objectives

- A *Move far away*
- B *Learn new things*
- C
- D
- E
- F

2. Identify objectives at a master list

	2	3	4
objective 1	✓		□
objective 2	✓		□
objective 3	□		□
objective 4	✓		□

3. Matching self-generated and master list

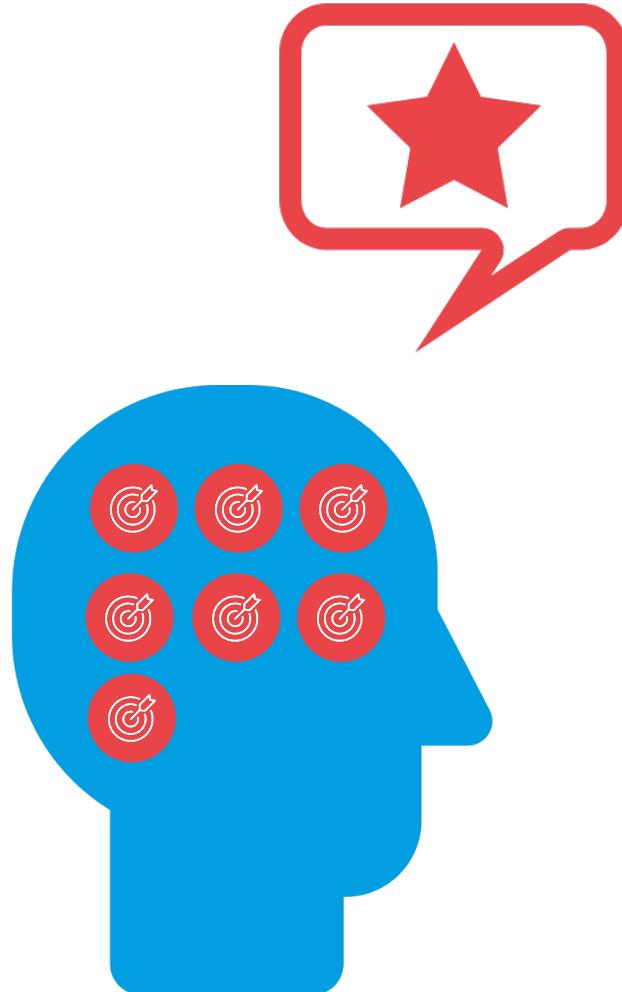
	2	3	4
objective 1	✓	D	□
objective 2	✓	B	□
objective 3	□		□
objective 4	✓	C	□

4. Select the most important objectives

	2	3	4
objective 1	✓	D	□
objective 2	✓	B	✓
objective 3	□		□
objective 4	✓	A	✓

Cf. Bond, S. D., Carlson, K. a., & Keeney, R. L. (2008). Generating objectives: Can decision makers articulate what they want? *Management Science*, 54(1), 56–70.

Important objectives that should be considered



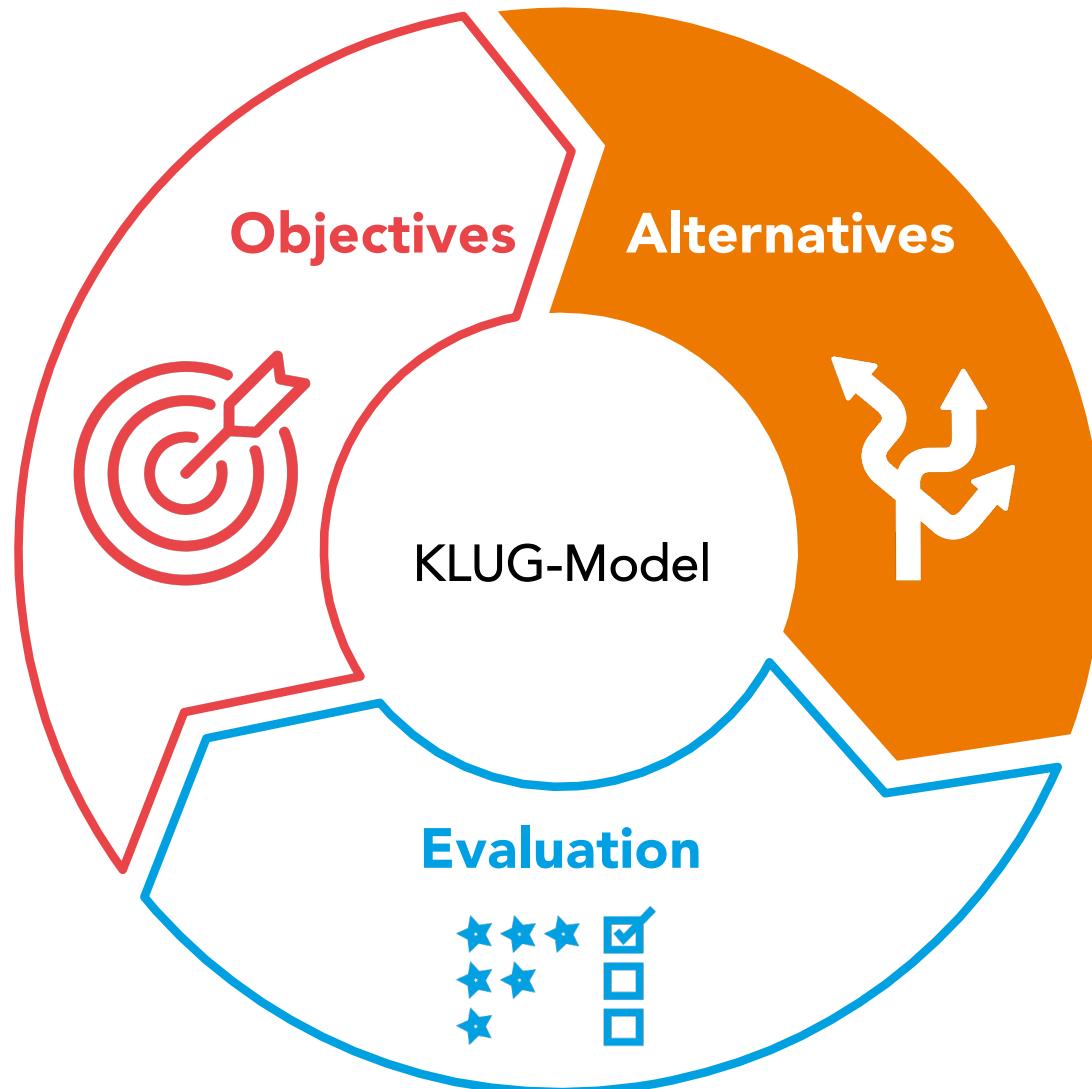
- 🎯 ... use my strengths as well as possible
 - 🎯 ... cover my interests as well as possible
 - 🎯 ... learn useful information for future decisions
 - 🎯 ... have flexibility to adapt your decision in the future
- } for career / study choice
- } for all decisions

5&6

What particularly unusual professions can you think of?



The KLUG model reduces complexity and leads to a good decision in three steps



Example shoe shopping

DAMEN | HERREN | KINDER



Get the Look NEU Bekleidung Schuh

Schuhe X

Damen
Herren
Kinder

'Schuhe' X

Sortieren ^

Größe ▼

Marke ▼

Farbe ▼

Preis ▼

Obermaterial ▼

Nachhaltigkeit ▼

Saison ▼

Beliebteste

Neuheiten

Niedrigster Preis

Höchster Preis

Sale

uss ▼

Innenfutter ▼

Kampagnen ▼

Lieferung ▼

114 Artikel

Gesponsert



Gesponsert



Exclusion criteria

- ✓ Size
- ✓ Color
- ✓ Style

Source: www.zalando.de

Example shoe shopping

DAMEN | HERREN | KINDER

Deutsch

Anmelden

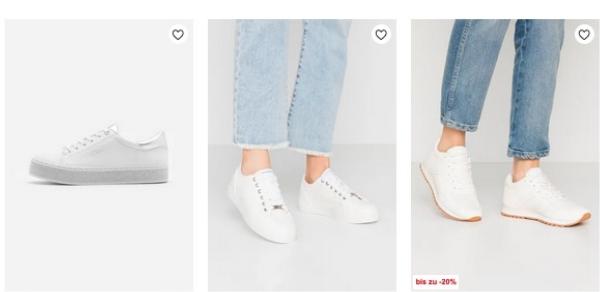
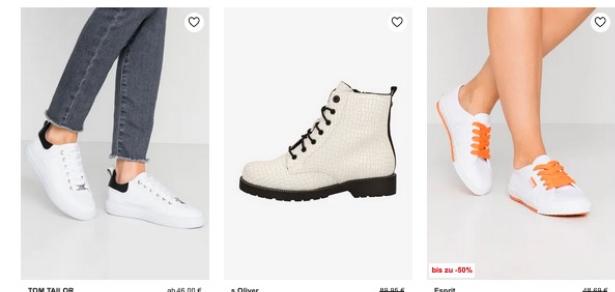
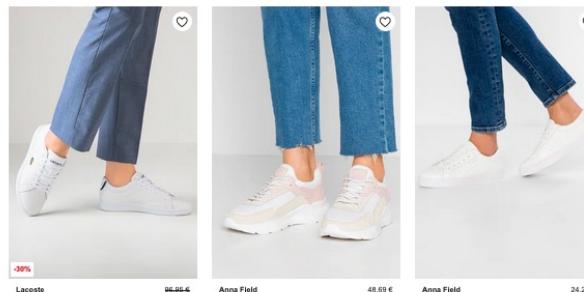
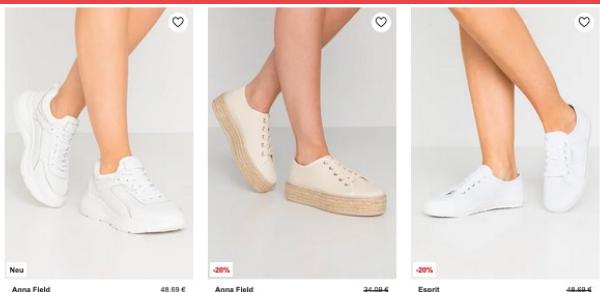
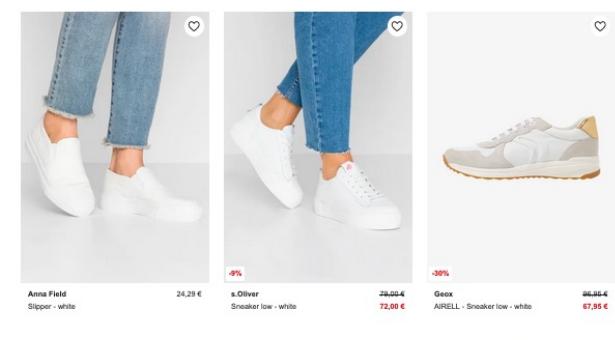
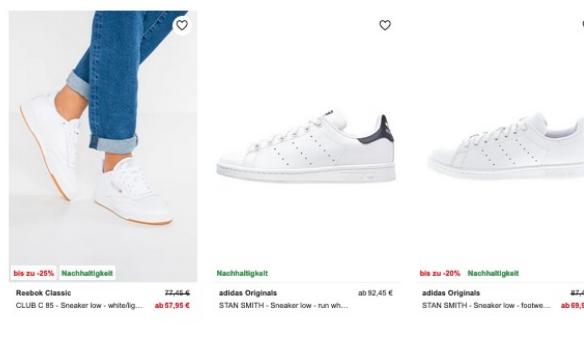
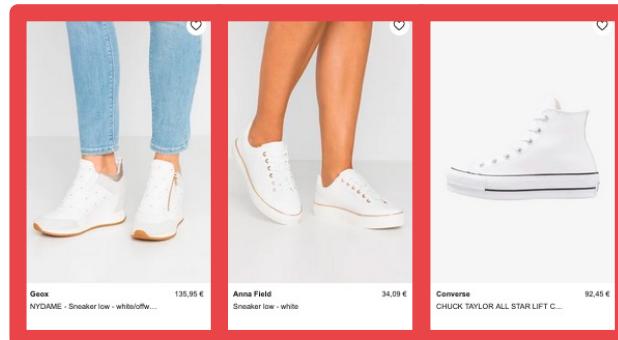
Wunschzettel

Warenkorb

Get the Look NEU Bekleidung Schuh...

Schuhe

X



Source: www.zalando.de

Example apprenticeship search

Für Unternehmen | Für Lehrer [Anmelden](#)

Berufe entdecken ▾ Ausbildungsplatz finden ▾ Rund um die Ausbildung ▾ Duales Studium ▾ [Suche abonnieren](#)

Aktive Filter: Abschluss: Mittlere Reife [X](#)

89 freie Ausbildungsplätze



Kaufmann im Einzelhandel (m/w/d)
bei EDEKA

Beginn: 01.09.2021
Ort: 85092 Kösching + 409 weitere

[Zur Stelle](#)



Frischespezialist (IHK) (m/w/d)
bei E center

Beginn: 01.09.2021
Ort: 85055 Ingolstadt + 61 weitere

[Zur Stelle](#)



Ausbildung zum Verkäufer und Kaufmann im Einzelhandel (m/w/x)
bei ALDI SÜD

Beginn: 01.09.2021
Ort: 85055 Ingolstadt + 102 weitere

[Zur Stelle](#)

Example university search

The screenshot shows the homepage of the ZEIT Campus SUMA study program search engine. At the top, there is a dark header bar with the ZEIT Campus logo, a navigation menu with links like 'ZEIT ONLINE', 'Abo', 'Mehr ▾', 'Anmelden', and several dropdown menus for 'STUDIUM-INTERESSENTEST', 'STUDIENGÄNGE ▾', 'HOCHSCHULEN ▾', 'MEIN PROFIL ▾', and 'FÜR HOCHSCHULEN'. Below the header, the page title 'WAS SOLL ICH STUDIEREN > STUDIENGANG SUCHMASCHINE' is displayed. The main visual is a large graphic with a teal, blue, white, and red abstract background. Overlaid on this is a black rectangular box containing the text 'SUCHMASCHINE FÜR STUDIENGÄNGE' in large white letters, followed by 'Deutschlands umfassendste Studiengangsdatenbank' in smaller white letters. Below this is a search input field with the placeholder 'Welchen Studiengang oder Hochschulort suchst du?' and a 'Suchen' button. At the bottom of the page, there is a horizontal row of four boxes with the SUMA logo, each highlighting a feature: 'VOLLSTÄNDIG' (All officially recognized study programs in Germany), 'INDIVIDUELL' (Personal search filters and wish lists), and 'KOSTENLOS' (Completely free and anonymous). Below these features are two large numerical counts: '9.322' for Bachelor study programs and '9.744' for Master study programs.

ZEIT Campus

SUMA

STUDIUM-INTERESSENTEST

STUDIENGÄNGE ▾

HOCHSCHULEN ▾

MEIN PROFIL ▾

FÜR HOCHSCHULEN

WAS SOLL ICH STUDIEREN > STUDIENGANG SUCHMASCHINE

SUCHMASCHINE FÜR STUDIENGÄNGE

Deutschlands umfassendste Studiengangsdatenbank

Welchen Studiengang oder Hochschulort suchst du?

Suchen

SUMA
SUCHMASCHINE FÜR STUDIENGÄNGE

VOLLSTÄNDIG
Alle staatlich anerkannten
Studienangebote Deutschlands

INDIVIDUELL
Persönliche Suchfilter und
Merklisten

KOSTENLOS
Komplett kostenfrei und anonym

9.322
Bachelorstudiengänge

9.744
Masterstudiengänge

Source: studiengaenge.zeit.de

Example university search

ZEIT Campus

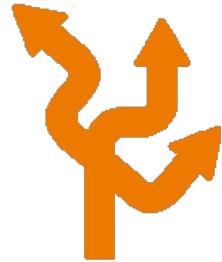
SUMA 

STUDIUM-INTERESSENTEST STUDIENGÄNGE ▾ HOCHSCHULEN ▾ MEIN PROFIL ▾ FÜR HOCHSCHULEN

WAS SOLL ICH STUDIEREN > STUDIENGANG SUCHMASCHINE

Psychologie Universität Osnabrück Psychologie  Bachelor  6 Sem.	Psychologie Psychologische Hochschule Berlin (PHB) Psychologie  Bachelor  6 Sem.	Wirtschaftswissenschaft FernUniversität in Hagen Wirtschaftswissenschaften, Ökonomie  Bachelor  6 Sem.
Psychologie FernUniversität in Hagen Psychologie  Bachelor  6 Sem.	Psychologie (Grundlagen) Leuphana Universität Lüneburg Psychologie  Bachelor  6 Sem.	Empirische Bildungsforschung und Pädagogik Eberhard Karls Universität Tübingen Sozialpsychologie  Bachelor  6 Sem.
Psychologie Technische Universität Darmstadt Psychologie  Bachelor  6 Sem.	 Wirtschaftswissenschaften Universität Konstanz Volkswirtschaftslehre  Bachelor  6 Sem.  Lehramt	Betriebswirtschaftslehre / BWL Katholische Universität Eichstätt - Ingolstadt Betriebswirtschaftslehre  Bachelor  6 Sem.
Psychologie Universität Konstanz Psychologie  Bachelor  8 Sem.	Wirtschaftswissenschaften Universität Bielefeld Wirtschaftswissenschaften, Ökonomie  Bachelor  6 Sem.	Betriebswirtschaftslehre (BWL) Leuphana Universität Lüneburg Marketing, Vertrieb  Bachelor  6 Sem.

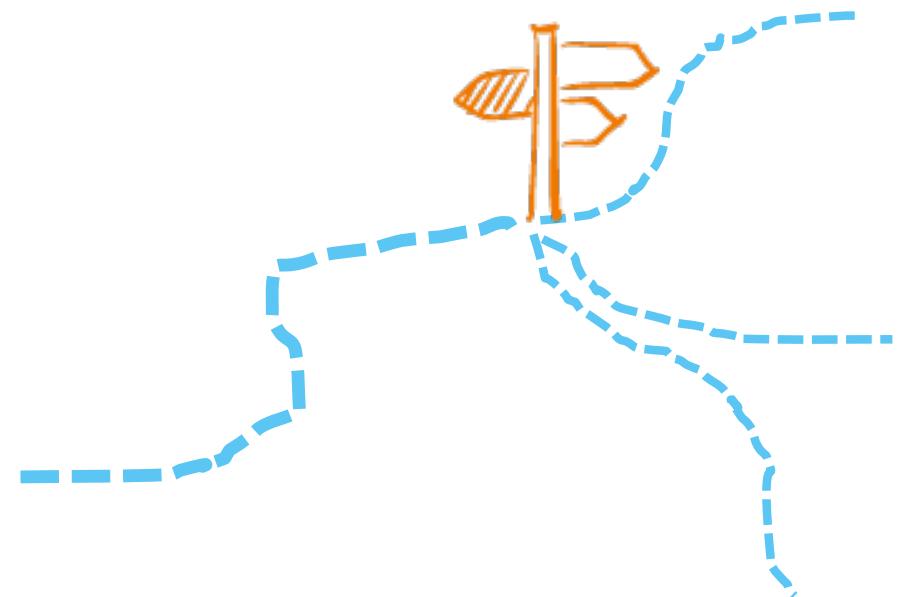
Source: studiengaenge.zeit.de

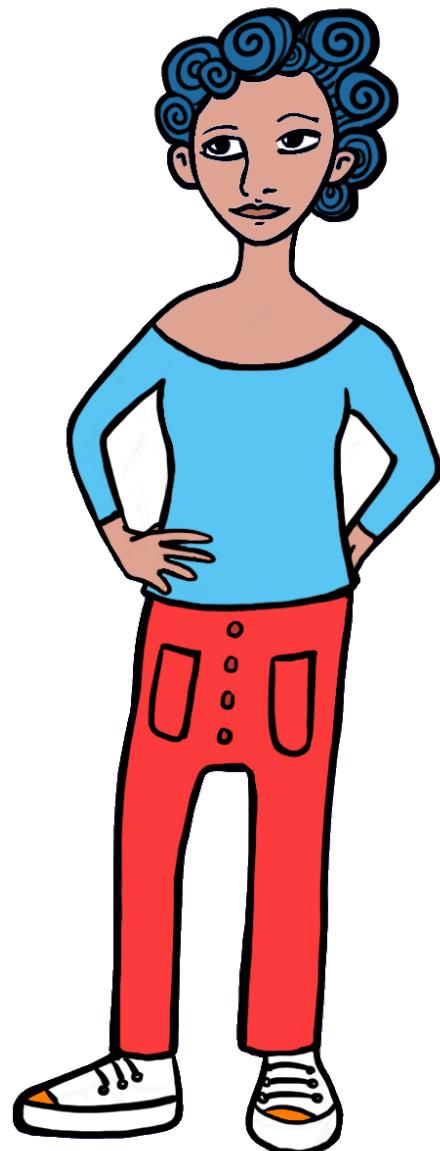


Definition

Alternatives are mutually exclusive possibilities from which a decision maker can choose

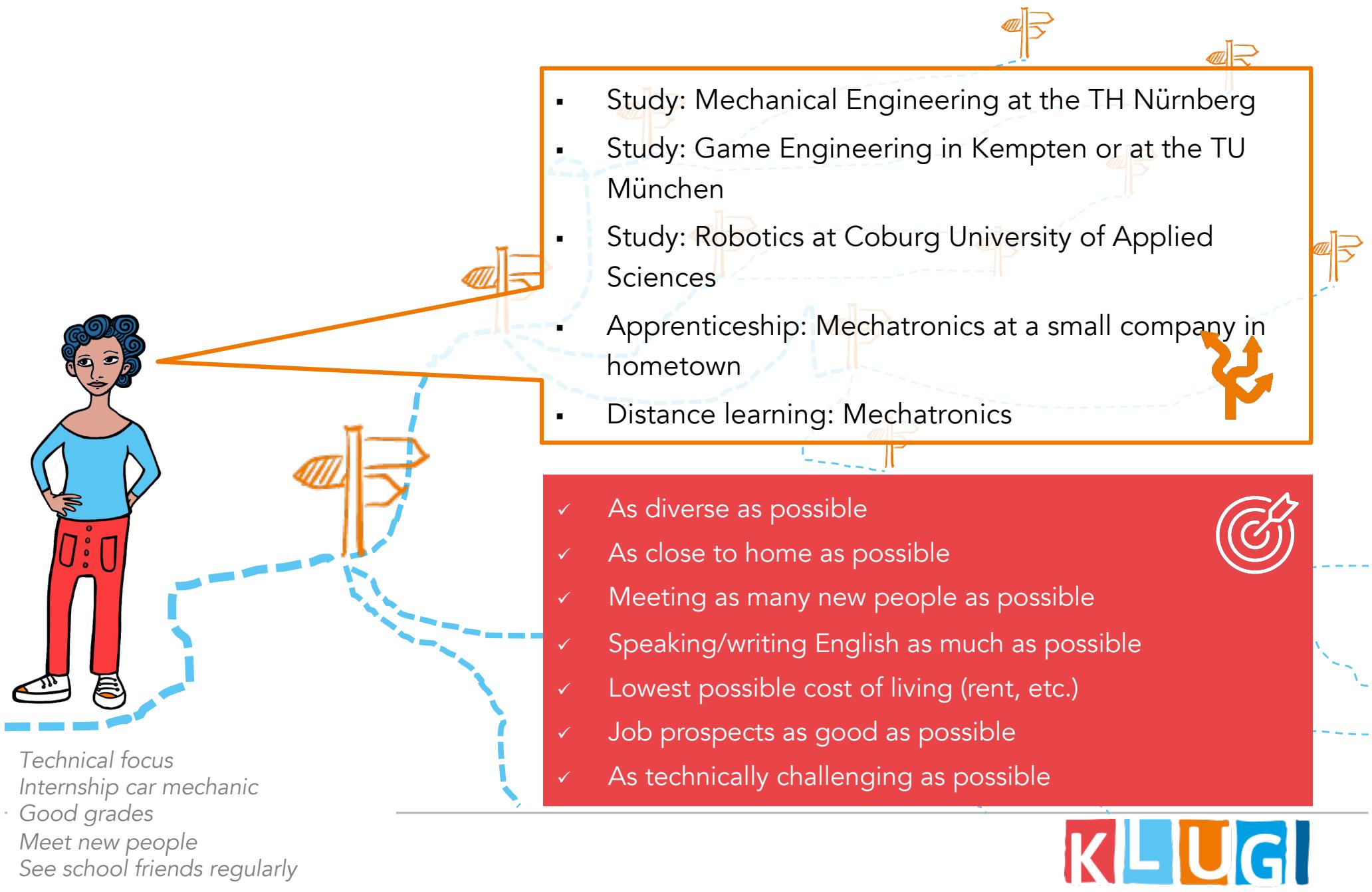
- A decision can only be as good as its best alternative
- Two alternatives cannot be realized at the same time





Emma has chosen a **technical focus** at school, which she enjoys. She did an **internship at a car mechanic** last summer, which was okay - but cars are not her passion. Her **grades are good**, so maybe **studying is one decision alternative**. She is looking forward to **meeting new people**, but also wants to be able to see her **school friends regularly**.

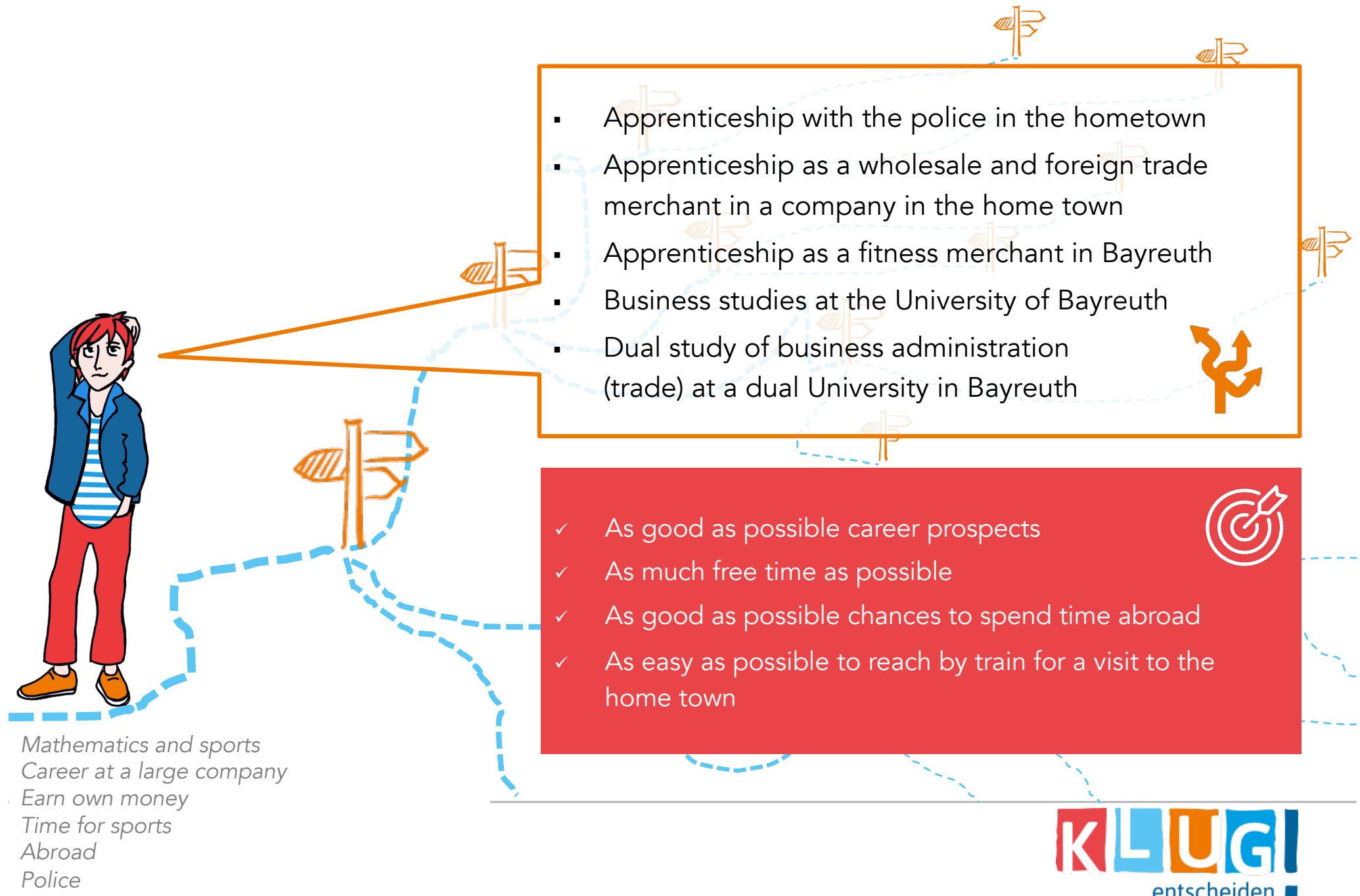
Emma's alternatives and Emma's objectives





Tim's favorite subjects are **mathematics** and **sports**. He would like to work in a **large company** later on and make a **career**. He wants to earn his **own money** quickly and have the opportunity to spend **time on sports** in addition to his job. He has been playing soccer for most of his life and doesn't want to give it up. He would like to live **abroad** for a while. A completely different idea he has, is to join the **police**.

Tim's alternatives and Tim's objectives



You are a career counselor. What alternatives does Shahab have?



Source: www.unsplash.com

Shahab enjoys going to school and gets along well with his classmates. Twice a week he plays handball in the club. In his free time, he likes to look after his little cousins, help his younger brother with his homework and give private tutoring lessons. Shahab really enjoyed his school internship at a daycare center.

Objectives

- Having as much contact as possible with young people
- Staying as close as possible to his family/club
- Earning own money as soon as possible
- Being physically active as much as possible

You are a career counselor. What alternatives does Elisa have?

Elisa wants to do something with computer science. In her free time she likes to play multiplayer games. When she's not at her PC, she plays skill games with her friends or escapes from escape rooms. She also enjoys drawing manga and loves pizza. During her vacations, she has twice helped out at the drawing table in her aunt's graphic design office.

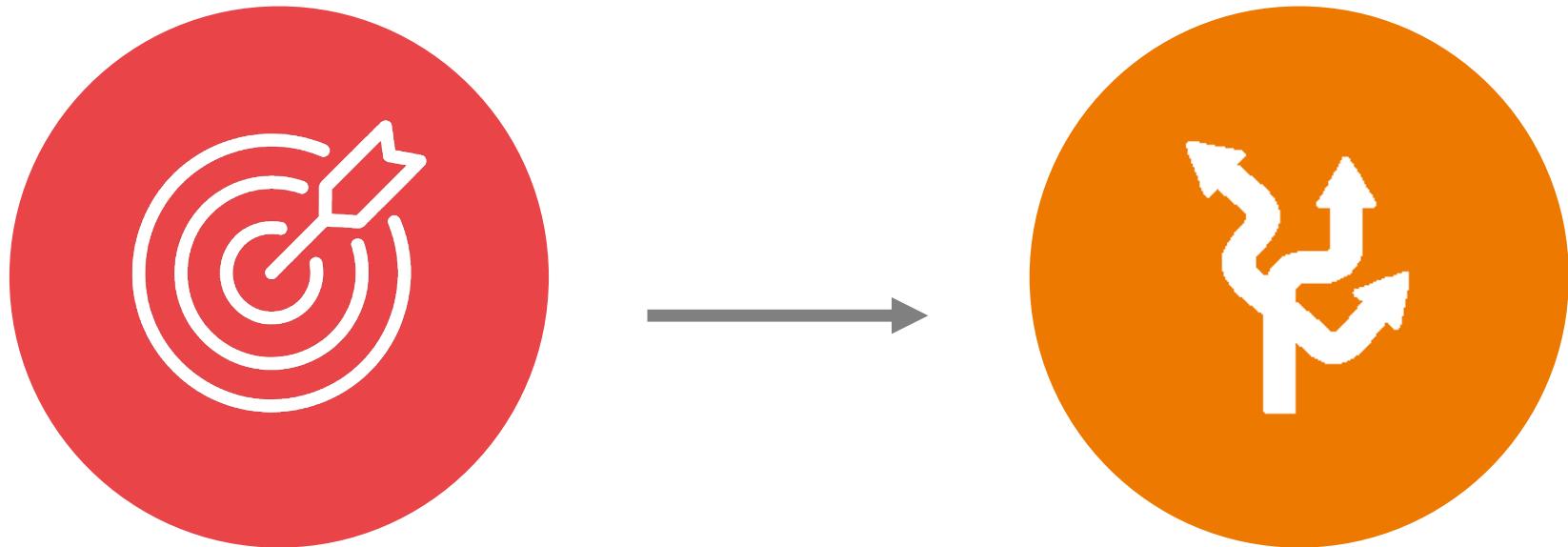
Objectives

- Working on the PC as practically oriented as possible
- Having as good a chance as possible to earn a lot of money
- Having as good as possible internet
- Work as creatively as possible



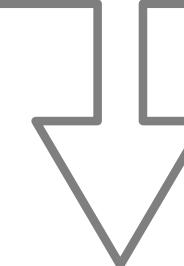
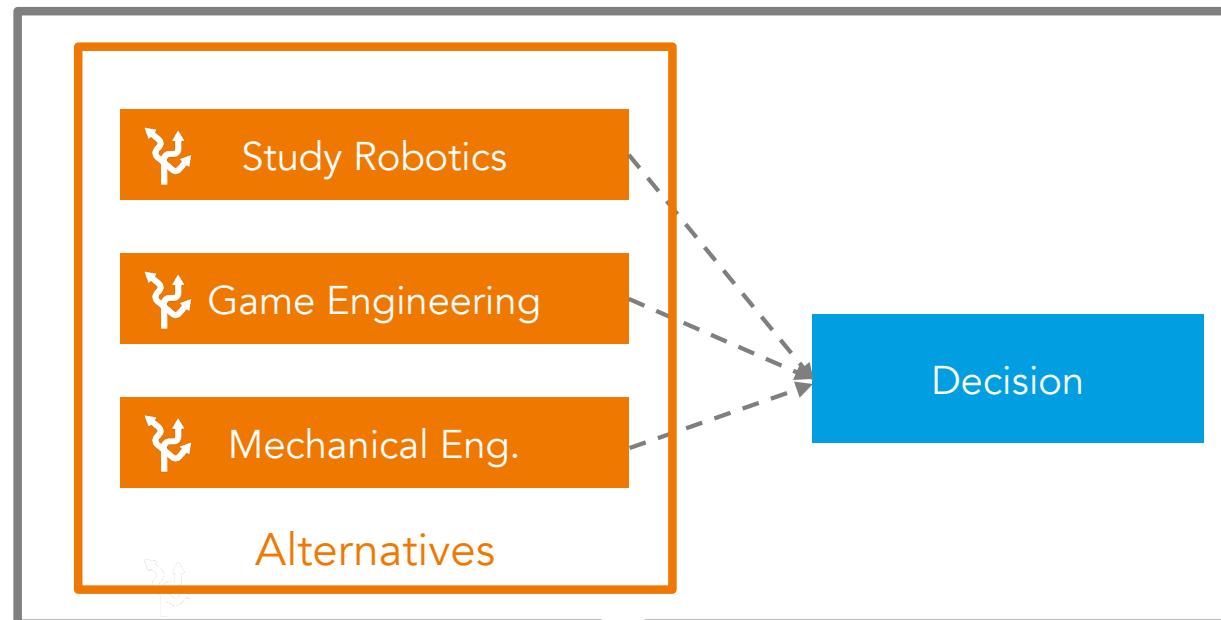
Source: www.unsplash.com

Proactively generate alternatives



Find apprenticeships, degree programs, or careers
that match the objectives of your classmates

We often make our decisions reactively.

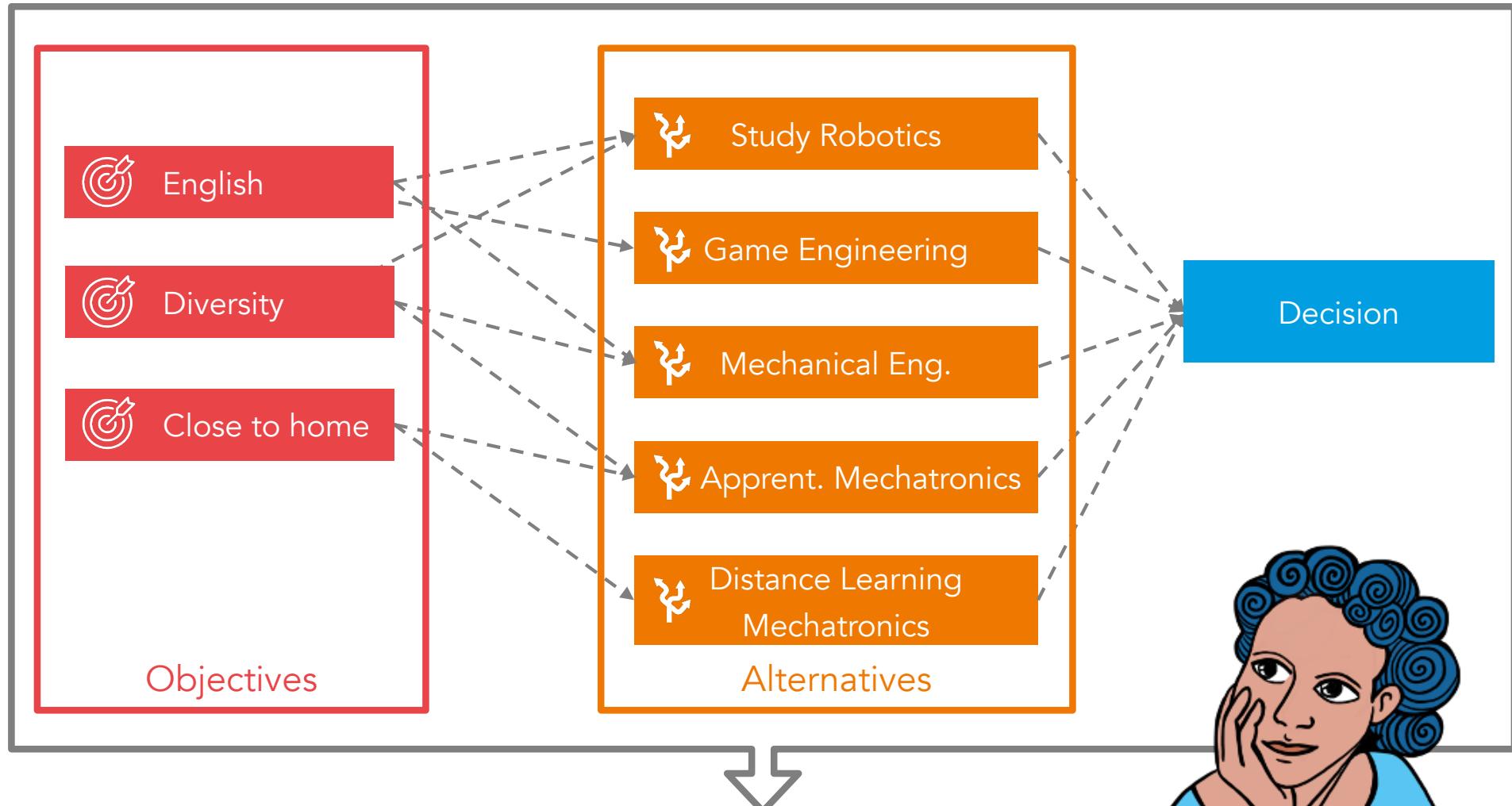


→ reactive

→ limited thinking

reactive: reacting to something;
reactive people are more likely to be
influenced by external stimuli or the
environment

We should always make our decisions proactively.



→ proactive
→ broad thinking

proactive: taking the initiative, self-determined; proactive people are characterized by purposeful action



Homework





Do you have any
questions?

Today's quiz

-  I can tell if a decision is good only by whether I am satisfied with the outcome.
not
But by whether I have taken everything important into account in the process.
-  A decision is a process.
-  I learn about objectives by asking myself or others why we do something.
about what is important to you and then
-  When making a decision, you should first think about the alternatives and then what is important to you.
-  The outcome of a decision can only be as good as the best objective.
~~alternative~~
-  Being proactive means taking the initiative and shaping your life in a self-determined way.

7



Decision-analytical training II

What to do after graduating from high school?

Proactive-Objectives-Memory

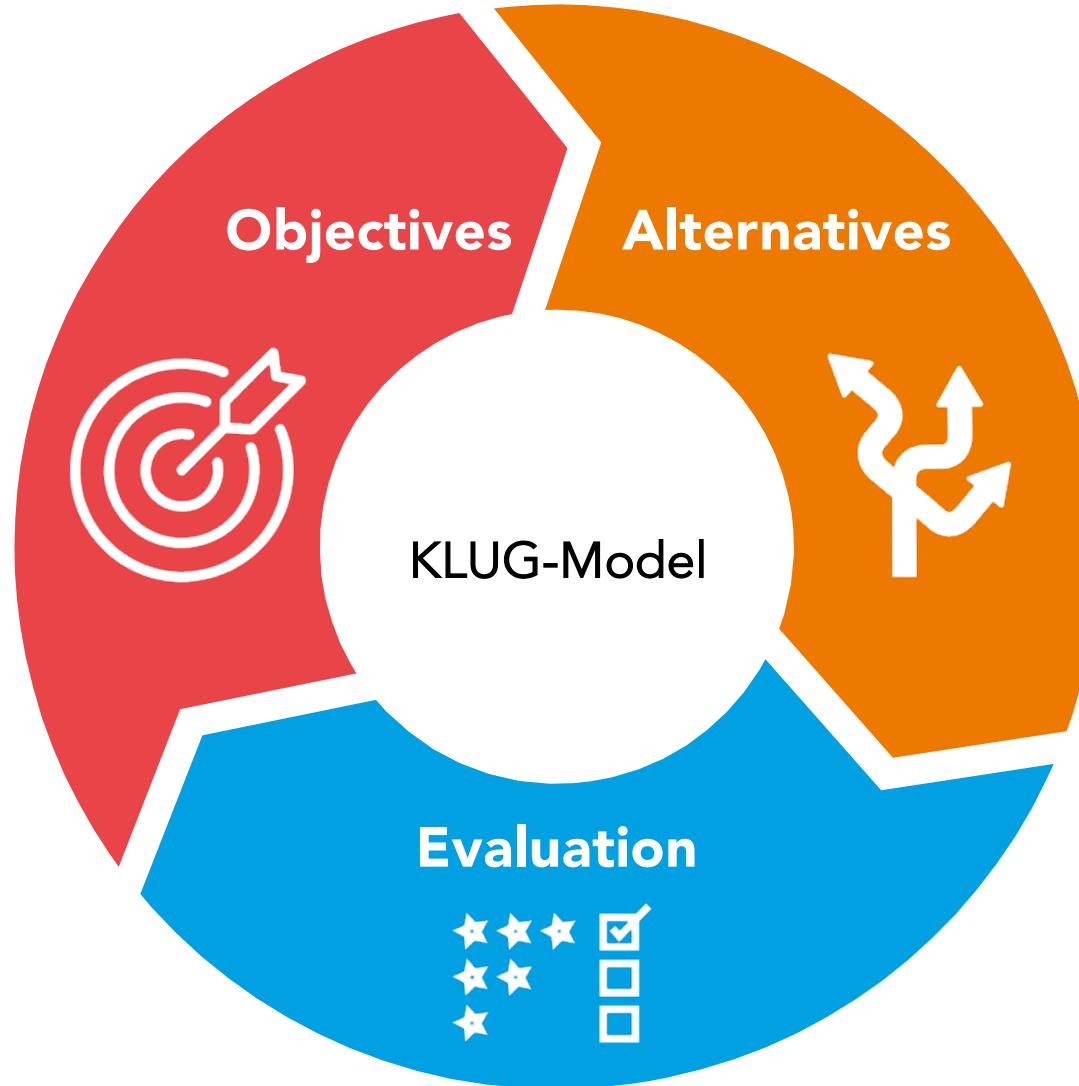


Homework

What experiences have you had talking to your parents and friends about your objectives and alternatives?

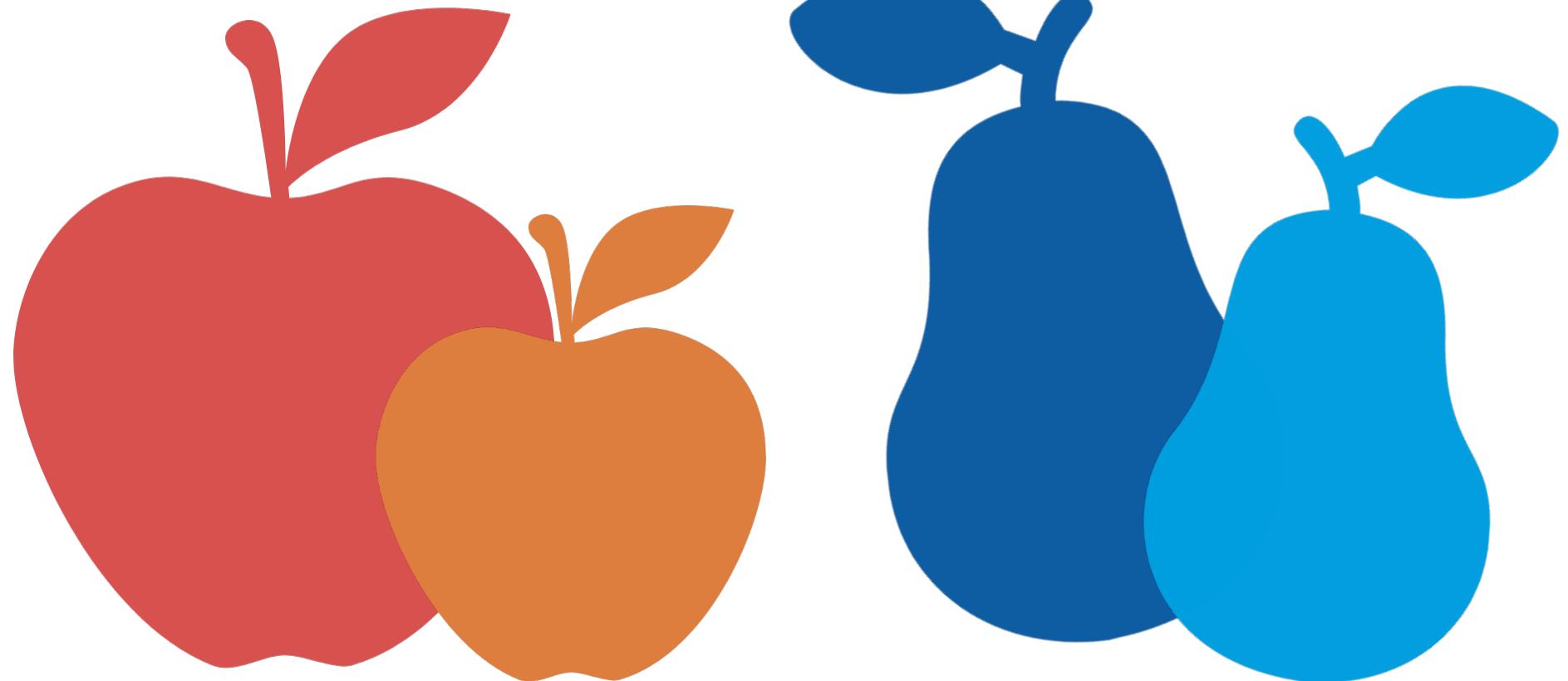


The KLUG model reduces complexity and leads to a good decision in three steps

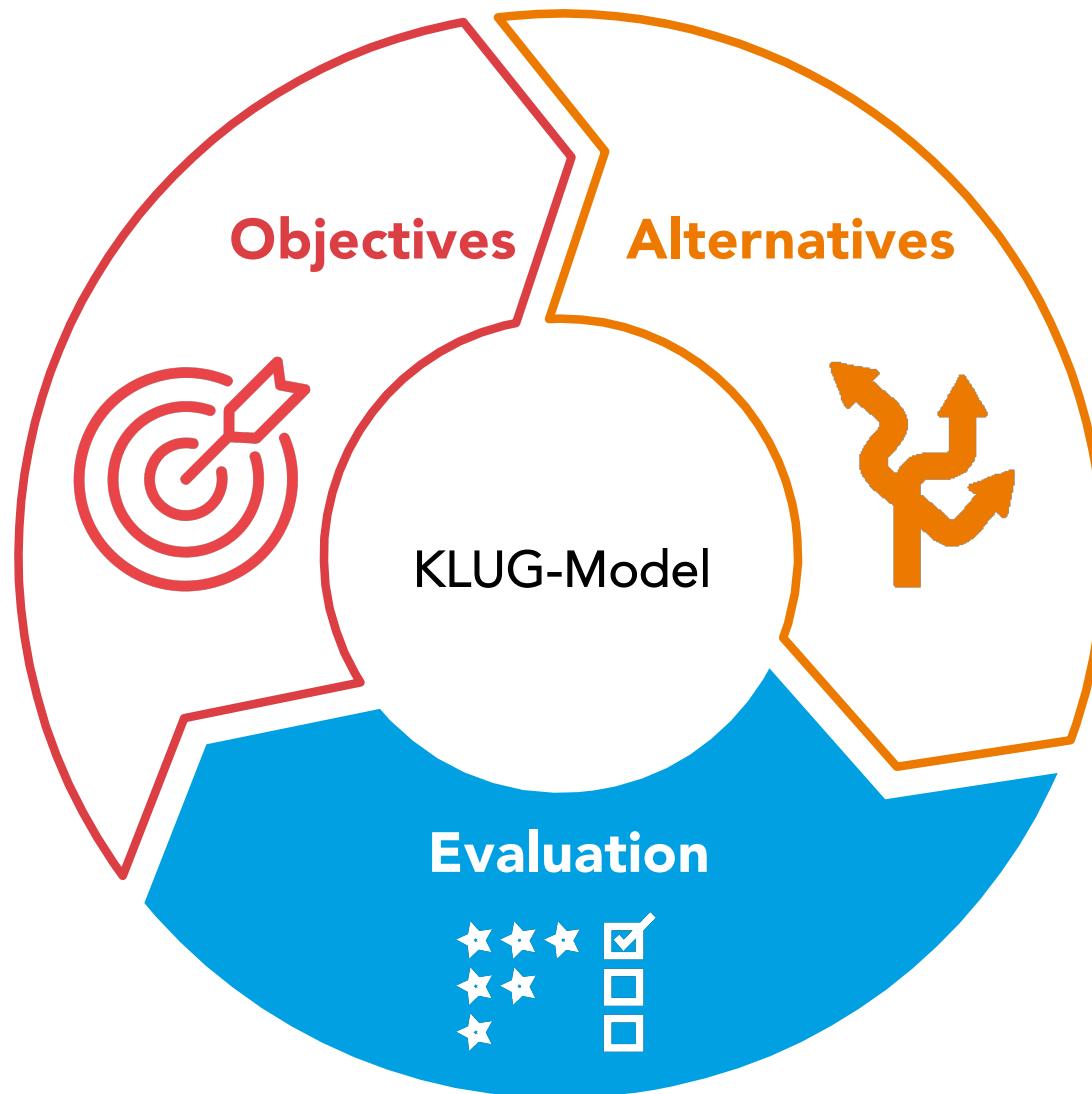


8

What is the german phrase we are looking for?



The KLUG model reduces complexity and leads to a good decision in three steps



Evaluation

OBJECTIVES

- ✓ As future-oriented as possible
- ✓ Speaking/writing English as much as possible
- ✓ As much practical relevance as possible



ALTERNATIVES



Study
Mechanical
Engineering



Apprenticeship
Mechatronics

Study
Robotics



How do I figure out
which alternative
meets my objectives
best?

The evaluation expresses how well an alternative fulfills an objective

The decision matrix

Objectives	Future orientation	English	Practical relevance	
Alternatives	Grade (0-15)	Grade (0-15)	Grade (0-15)	
Mechanical Engineering				
Apprent. Mechatronics				
Study Robotics				

So is a Robotics
degree my best
alternative?

The weighting of objectives is done by pairwise comparison

Nominations:

4

1

8

Pairwise comparison	Future orientation	English	Practical relevance	...
Future orientation		Future orientation	Practical relevance	...
English			Practical relevance	...
Practical relevance				...
...				
...				

The weighting of objective precises the evaluation of alternatives

The decision matrix

Objectives	Future orientation		English		Practical relevance		
Objectives weights	4		1		8		
Alternatives	Grade (0-15)	Evaluation	Grade (0-15)	Evaluation	Grade (0-15)	Evaluation	
Mechanical Engineering	13	x 4 = 	11		12		
Apprent. Mechatronics	10	x 4 = 	5		12		
Study Robotics	15	x 4 = 	13		10		

The weighting of objective precises the evaluation of alternatives

The decision matrix

Objectives	Future orientation		English		Practical relevance		
Objectives weights	4		1		8		
Alternatives	Grade (0-15)	Evaluation	Grade (0-15)	Evaluation	Grade (0-15)	Evaluation	
Mechanical Engineering	52	11	11	11	96	96	
Apprent. Mechatronics	52	11	11	11	96	96	
Study Robotics	80	13	13	13	80	80	

...and practical relevance is apparently twice as important to me as future orientation

Mechanical Engineering seems to be the more suitable alternative after all



Evaluation

OBJECTIVES

- ✓ As good as possible career prospects
- ✓ As much free time as possible
- ✓ As good a chance as possible to spend time abroad



ALTERNATIVES



Apprenticeship
at hometown
police



Apprenticeship
fitness merchant



Business
studies



How do I figure out
which alternative
meets my objectives
best?

The evaluation expresses how well an alternative fulfills an objective

The decision matrix

Objectives	Career prospects		Free time		Abroad opportunity		
Objectives weights							
Alternatives	Grade (0-15)	Evaluation	Grade (0-15)	Evaluation	Grade (0-15)	Evaluation	Sum of the evaluation
Police							
Fitness Merchant							
Business Studies							

9&10

Find your best alternative

Your KLUG decision process:



You have identified your objectives.



You have identified your alternatives

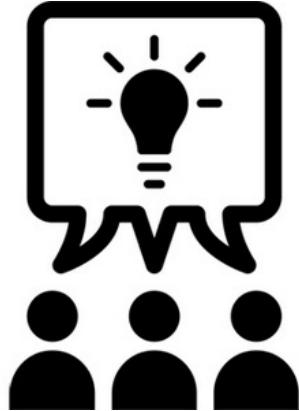
The decision tool now helps you with the evaluation.

Perform a decision analysis with the decision tool

1. Enter your objectives and alternatives into the decision tool
2. Evaluate your alternatives → Use the Internet to research
3. Weight your objectives
4. Check the analysis result critically
5. Take a screenshot of the diagram and print the image

11&12

Talk about your result and your gut feeling about this



1. Group work in groups of 4

- Present your decision analysis results, your reflections, and your next steps in choosing a career to each other
- Clarify questions and give feedback
- Decide which of you would like to present in plenary right away (all may, none must)



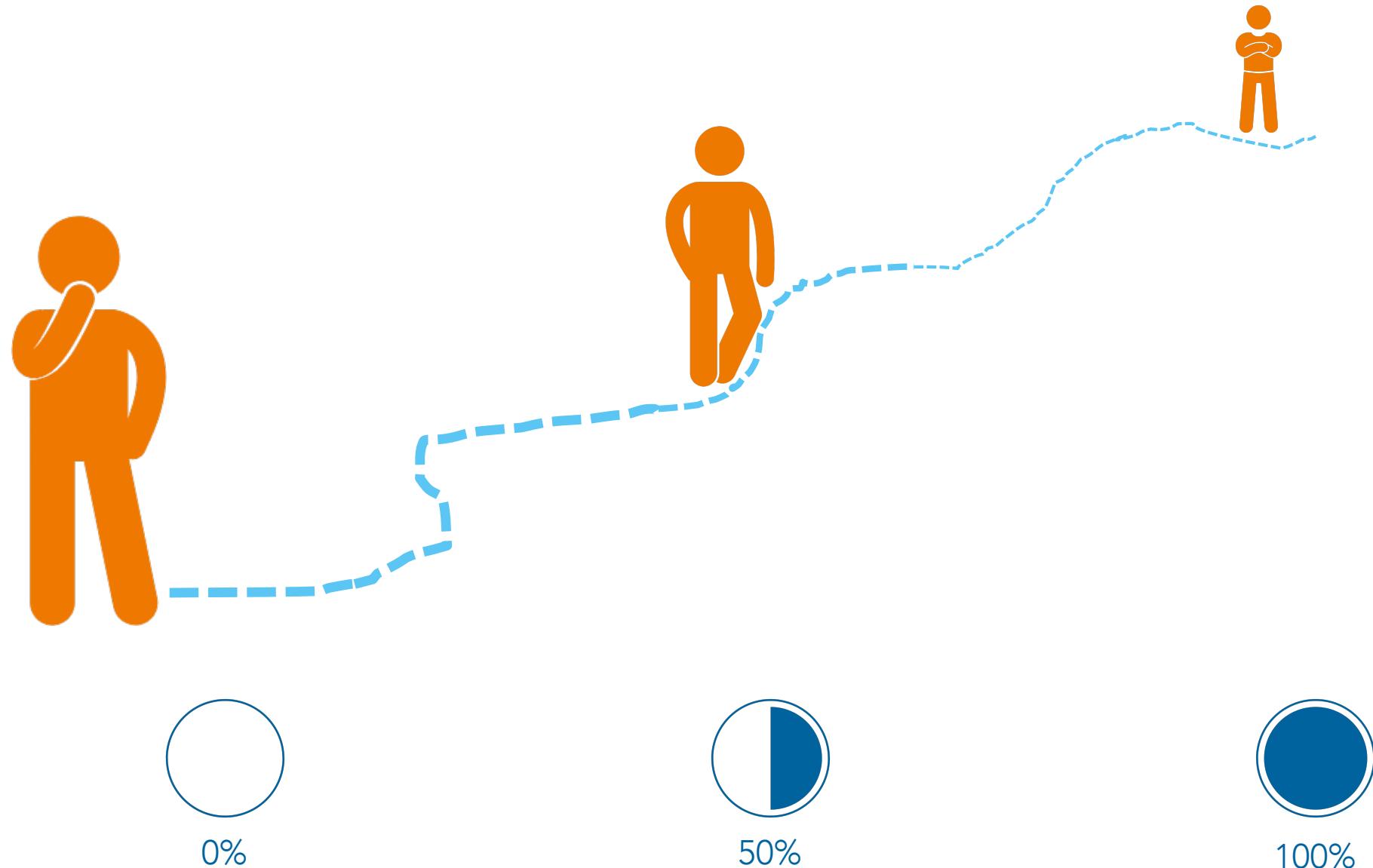
2. Presentation of results (voluntary)

In plenary, present your decision analysis and reflections on it.

Be specific about

- ✓ your objectives,
- ✓ your alternatives,
- ✓ your evaluation & weighting,
- ✓ your result and your gut feeling about it,
- ✓ your next steps

How far along are you in your decision-making process?



Today's quiz

-  Once you have gone through the decision analysis / KLUG model, the decision process is ~~definitely~~ complete.
It is possible. However, in most cases it is a process in which you always include new information in the analysis - until there is a decision deadline and you make the decision.
-  A decision should be reflected with experts and/or people who know you well.
-  For a good decision, head and gut must agree.
-  A decision analysis helps to find arguments and to convince people that the decision is made thoughtfully.
-  The KLUG model cannot take away the decision.
-  After the decision-making process the decision must be put into action.



Do you have any
questions?

How do you decide?

Please fill out the
questionnaire
individually.

