**THINKING SKILLS**

**Introduction**

Thinking skills and problem solving refer to using information, evidence, and data to solve problems successfully (Montag-Smit & Maertz, 2017). This doesn't mean that you need to have an instant reaction; it means that an individual needs to be able to think on your feet, evaluate challenges, and find answers. The creative part is most useful for discovering new or rare alternatives. An individual will get trapped in a cycle of thought that has been good in the past. Often this is a success, but when people face a new challenge or have tried to overcome it, it's hard for them to produce new ideas. In this case, the study shows how to understand and define problems, understand the various forms of the claims, evaluate the claim, recognize the argument, and know how to examine the case.

**Identify and analysis of problem or issue**

The partner recently passed away, and there's a report that the firm is going to be downsized. Single parenthood goes hand and hand with a special arrangement of emotional challenges that will, now and then, feel daunting and better appreciated by the women who share them. Endless various mothers regard the same problems – from self-assurance and nervousness about cash to concern over making decisions on their own – and have invented some creative arrangements that could work for you as well.

Downsizing a company is never a lovely way to go. Everyone in the company is affected here and there as the company decides to cut down its number of employees. Apart from making unemployment for a couple, it also creates reconstruction and a gap in responsibilities for other individuals. Entrepreneurs frequently plan to scale back after a lot of thinking. Scaling back is usually performed in cases where the company is making huge changes to either building corporate esteem or killing excess costs.

**Analysis (accept or reject the claims)**

Dismissing the reasons and claims to be straightforward about the current conditions that the association faces and the potential effect on the workforce. Representatives need to hear reality, and they need to hear it from the CEO. In independent ventures, workers regularly sense when an organization is in a wrong position. Imagining things are fine will just hurt a pioneer's validity. Give customary updates no less than each four to about a month and a half, including investigating year-over-year income, net salary, current business methodology, and future prospects. Welcome workers to make inquiries and raise concerns. Enable them to distinguish excess employment, squandered exercises, and enlarged cost structures, end of which will enhance proficiency and cut expenses. Individuals who recognize what is happening can be a piece of the arrangement. Past that, if individuals realize that their boss attempted to utilize different choices to safeguard occupations and needed to utilize cutting back if all else fails, that will facilitate the agony.

**Application of related model**

Step 1: Identify the Problem

Stage one is tied in with diagnosing the issue – the unique circumstance, foundation, and side effects of the issue (Rear, 2017). When the gathering has a reasonable handle of the issue, they research the more extensive indications to find the ramifications of the issue, which it influences, and how critical/imperative it is to determine the side effects.

* Company downsizing
* Spouse has just passed away

Step 2: Determine the Root Cause(s) of the Problem

When every one of the side effects is found, and the issue is analyzed, and an underlying definition concurred, the PS gather starts to investigate what has caused the issue (Wieczerniak, Cyplik & Milczarek, 2017). In this progression, the critical thinking group will utilize instruments, for example:

* Losing business as a result of less salesmen.
* Shortage of new items, since there are fewer R&D team members.
* Decreased productivity when good output is reached.
* Financial issues for children's' education.

Step 3: Develop Alternative Solutions

Scientific, innovative critical thinking is tied in with making an assortment of arrangements, not only one (Tang, Vezzani & Erikssion, 2020). Frequently the most straightforward answer isn't the best answer to the issue. The PS assemble centers around finding the same number of answers for the issue, regardless of how stunning they may appear.

* Inability to analyze outcomes and learn from errors.
* Inability to engage staff in the quest for ways to minimize prices, duplication and inefficiencies.
* Failing to adjust the way the job is done.

Step 4: Select a Solution

In the fourth step, bunches assessed all the chosen potential arrangements and restricted them down to one (Nagahi et al., 2020). This progression applies two key inquiries.

* Business scaling back is, for the most part, not a one-time occasion for general associations. Endeavor to tune in and gain from chiefs, survivors, clients, and others with the end goal to enhance the procedures and results whenever.
* Firms that cut specialists without changing business forms with an end goal to end up more convincing take a similar measure of work and load it onto fewer laborers. Burnout and stress are common side-effects of this methodology, which does nothing to take care of more essential issues confronting a business—and speculators know it.

Step 5: Implement the Solution

When the arrangement has been picked, starting undertaking arranging starts and sets up such as the task supervisor, who else should be included to actualize the arrangement, and when the venture will begin (Sithsungnoen, 2018).

* Use temporary layoffs (furloughs)
* Freeze hiring/ Delay raises
* Postpone or eliminate bonuses

Step 6: Evaluate the Outcome

The task execution now should be observed by the gathering to guarantee their proposals are pursued. An organized execution administration process guarantees that representatives are meeting corporate targets that can be surveyed all the time (Yamin et al., 2020). Incorporate yearly objectives, execution examinations, and a framework for training and coaching representatives. HR can help directors decidedly impact worker commitment and profitability. Work with administrators to set up an organized organization of pay: yearly survey process, pay review, and a raise procedure course of events. As a last and progressing step, guarantee that directors know the regions and due dates for which they are dependable. Take the long view to enable chiefs to make a domain that both perceives and rewards representative execution, setting up a solid worker commitment culture.

**Elaboration on the solution of the problem**

**Delegate and Separate**

A portion of your colleagues works best without anyone else. Agent and undertaking (or a subset of an answer) to every one of these individuals and watch them take off (Botha, 2016). Give them the chance to introduce their thoughts verbally in an up and coming gathering. Autonomous masterminds love to be in front of an audience. Different representatives don't contribute when most predominant colleagues get on a roll. To urge timid people to contribute, placed them in gatherings of a few. Request that they take a shot at a subset of your group's test and review an answer.

Awful news should never come as a shock. Workers are astute and perceive when the way of life rapidly moves to shut entryway gatherings, murmured discussions in foyers, and looks of concern and stress flourish. Be straightforward and speak with workers early. Urge representatives to make inquiries and bring worries up in open gatherings and hold one-on-one gatherings with them. You won't have every one of the appropriate responses, and it's all right to reveal to them that. Offer the data that you can share to keep on holding their trust.

**Conclusion**

Thinking skills aim at producing the best possible results in any case. To do this, it would require collecting and analyzing knowledge from as many different sources as possible. In this case study, a person should focus on solving the problem from the information acquired. Single parenthood can be challenging, and a person may feel overpowering. Deciding on both information given is crucial as it will give the final decision to help the individual. To believe whether the company is being downsized or in good condition, the single mother will have to decide which information to believe.

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