

Figure 1. Case Examples

Case Example with Critical Thinking Skills Used

1. Current holiday scheduling process is unfair to junior staff.
CT Skill: Criticism of current practice; assumption/bias challenged.
2. Alternative holiday time scheduling process sought.
CT Skill: Judgment – Staff are ready for change.
3. A variety of hospital and unit policies are reviewed.
CT Skill: Systematic inquiry and analysis of new information.
4. How can a new process be linked to staff satisfaction and self-governance?
CT Skill: Reflection – Can a new process help attain unit goals?
5. Staff committee convened to establish holiday schedule.
CT Skill: Decision made to engage staff.
6. Creative solutions found. Staff are satisfied with the schedule and process.
CT Skill: Evaluation – The process worked.
7. A self-scheduling committee is established that enhances self-governance and staff satisfaction.
CT Skill: Judgment and reflection lead to decisiveness that is goal directed.

Case Example Without Critical Thinking Skills Used

1. Current practice of holiday scheduling favors senior staff.
Result: Assumption/bias maintained that senior staff receive preference for holiday time.
2. Nurse manager announces holiday time will be scheduled as in the past.
Result: Opportunity to achieve goals of self-governance and staff satisfaction is missed.

Critical Thinking Scenarios And Answers

DP Hallahan



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