

# NOVICE TO EXPERT

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- ▶ Novice
- ▶ Advanced Beginner
- ▶ Competent
- ▶ Proficient
- ▶ Expert



# NOVICE

- ▶ No clinical experience of the clinical situation
- ▶ Rules, but context-free
- ▶ Rules applied universally
- ▶ “just tell me what to do”
  
- ▶ Who is this?

# ADVANCED BEGINNER

- ▶ Still relies on rules and tasks
- ▶ Able to note some recurring, meaningful situational components
- ▶ Needs guidance and assistance
- ▶ Difficulty grasping the larger context
  
- ▶ Who is this?

# COMPETENT

- ▶ Able to see long range goals
- ▶ Able to prioritize, deliberate planning
- ▶ Lacks speed but senses mastery and coping with contingencies
- ▶ Higher responsibility
  
- ▶ Who is this?

# PROFICIENT

- ▶ Situation as a whole, in context
- ▶ Functions well in an emergency
- ▶ Confidence in knowledge and ability
- ▶ Recognizes problems before changes appear obvious
  
- ▶ Who is this?

# EXPERT

- ▶ Intuitive grasp of the situation
  - ▶ No longer relies on analytical principles
  - ▶ Fluid Skill performance
  - ▶ Deep understanding of the total situation
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- ▶ Who is this?

# Strategies to move one along the Continuum

- ▶ Assist with organization and prioritization
- ▶ Reflection, discussion of “worst–case” scenarios, illness trajectories, examples, case studies
- ▶ Tell your and their Stories
- ▶ Manage complexity
- ▶ Big picture
- ▶ Give constructive feedback



# Measure knowledge

- ▶ Movement from abstract principles integrating them into clinical experiences
- ▶ Identifies the important aspects of the situation
- ▶ Changes from a detached observer to an involved performer
  
- ▶ Examples?