Patricia Benner – The Novice to Expert Continuum

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<th>NOVICE</th>
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THE NOVICE TO EXPERT CONTINUUM
BASIC PRINCIPLES

• Skills and understanding develop over time through a sound educational base plus experience in the care environment
• There are limits to what can be learned in the classroom
• No one begins at Competent
• It takes 2-3 years of experience in the same work to function at the competent level
BASIC PRINCIPLES

• Each step builds on the previous one as abstract principles are refined and expanded by experience and the learner gains clinical expertise

• It is possible to learn the skill (knowing how) without learning the theory (knowing why)

• Experience is a prerequisite for expertise – You must have practical work experience to be an expert
THE THREE APPRENTICESHIPS

THE FIRST APPRENTICESHIP

- The academic knowledge base
- Learning to think in ways important to the profession
- The learning of theory and scientific methods
- Periop 101 is the most common example
THE SECOND APPRENTICESHIP

Skill-based Apprenticeship

- The skills needed in practice
- Critical thinking
- Preceptors
- Traditional methods
- A strength for perioperative nursing
- Ethical standards
- Social roles
- Responsibilities of the profession
- Formation of professional identity and agency
- Nursing leadership has a key role
- Critical to long-term success

THE THIRD APPRENTICESHIP

Integrated Practice/Socialization