A Quest: The Journey from Novice to Expert

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Disclaimer

- I receive no commercial support for this presentation.
- I am not supporting any products or services.
- No conflict of interest to disclose.
Objectives

• To Define A Quest and it’s relevance to the Infection Preventionist.
• To Discuss the Benner Model of Novice to Expert.
• To Describe the Journey from Novice to Expert for the Infection Preventionist.
• To Relate the Quest to Personal Development in Infection Prevention.
A Quest

• A Journey of Discovery or Transformation

• Three parts:
  The Call
  The Journey
  The Return
The Call to the Adventure

• Who?
• What?
• When?
• Where?
The Journey

• Life is a Journey
• Traveling from one place to another
• Gradual passing from one state to another regarded as more advanced
The Return

• Now What?

• What?

• Oh!
Dreyfus Model of Skill Acquisition

Stuart and Hubert Dreyfus proposed a model that a student passes through five distinct stages: novice, advanced beginner, competent, proficient, and expert.
“To become competent you must feel bad”

Hubert Dreyfus
Dreyfus Applications

- Airplane pilots
- Chess players
- Automobile drivers
- Adult learners of a second language
Five Stages

- Novice
- Advanced Beginner
- Competent
- Proficient
- Expert
Skill Acquisition

Novice
• Follows rules and with feeling responsible.

Advanced Beginner
• Recognizes new situations in which the rules may be applied. Still does not feel responsible.
I'm sorry, dear. I lost the ball in the little hole again.
## Skill Acquisition

<table>
<thead>
<tr>
<th>Competent</th>
<th>Proficient</th>
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<td>• Follows rules, applies an organizing “perspective” to determine what elements of the problem are relevant and feels accountable because of decision-making.</td>
<td>• Uses pattern recognition arising from extensive experience to identify the problem. A sense of responsibility follows the decision-making.</td>
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A PROFICIENT ARTIST

The Moment You Step Into The Limelight...
You Can Count On Having Your Chain Pulled
Expert

- Immediately sees "what" is happening and "how" to approach the situation. Pattern recognition extends to management plan as well as diagnosis.
Lessons from the Dreyfus Model

- Make skills acquisition as productive as possible.
- Use it as a standard guidance and assessment framework.
- Pair up mentors and apprentices effectively.
Patricia Benner
Patricia E. Benner, R.N., Ph.D., FAAN is a Professor Emeritus at the University of California, San Francisco.

- BA in Nursing - Pasadena College/Point Loma College
- MS in Med/Surg nursing from UCSF
- PhD -1982 from UC Berkeley
- 1970s - Research at UCSF and UC Berkeley
- Has taught and done research at UCSF since 1979
- Published 9 books and numerous articles
- Published ‘Novice to Expert Theory’ in 1982
- Received Book of the Year from AJN in 1984, 1990, 1996, 2000
Dr. Benner,
Greetings from Lubbock, Texas.
I am the Infection Preventionist for a 74 bed Specialty Hospital and serve on the Board of Directors for Texas Society of Infection Control and Prevention
In March of 2011, I have the honor of being a presenter at our (TSICP) Annual Conference in Austin Texas. My topic is: A Quest, the Journey from Novice to Expert.
During this 60 minute program I will: Define and Discuss the Benner Model and its application to the Infection Preventionist; Discuss the impact of Mentoring in the Development of the Infection Preventionist, and Reframe the definition of success steps in their own journeys.
I want to thank you for the impact you have had in my career path, by giving voice to the unspoken need for healthy mentoring and our capacity to learn from others.
With Best Wishes for a Healthy Happy Holiday,
Barbara Herman
Dear Barbara,

It sounds like a great presentation!!
Congratulations on YOUR success.
Best Wishes for a Happy New Year!!

Patricia
The Theory

• A description of the progression of nurses from novice to expert and an awareness of the importance of caring in nursing.
The Benner Model

- Novice
- Advanced Beginner
- Competent
- Proficient
- Expert
BODY + MIND + SOUL = YOU
Body
- health
- nourish

Mind
- mood
- balance

Soul
- hope
- sustain
‘The most important thing a novice IP needs to know is to find an Infection Preventionist expert, otherwise known as a mentor. Your mentor is a your lifesaver. A mentor can be there for support and guidance through your first months of “on the job training”. A mentor is someone who has been there, done that and can make you feel calm rather than frantic! Words of wisdom -Find a mentor.’

Jodene Satterwhite
Do You Remember the Call?
Novice

• No experience with situations in which they are expected to perform
• Rigid adherence to rules
• Little situational perception
• Unable to use discretionary judgment
• Focuses on pieces rather than the whole
• Situational perception still limited
• Can demonstrate marginally acceptable performance
• Notices change but cannot cope with it
• Needs help setting priorities
• Unable to see entirety of a new situation
The Journey

- Novice
- Advanced Beginner
- Competent
- Proficient

Expert
Competent

• Aware of all the relevant aspects of a situation
• Sees actions at least partly in terms of long-term goals
• Conscious of deliberate planning
• Can set priorities
• Critical thinking skills are developing
Does this sweater make me look competent?
COMPETENT

Having the capacity to function or develop in a particular way. After years or doing it right you have one lapse in judgement and the whole world sees you failing your competency test.
Proficient

- Sees situations holistically rather than in terms of elements
- Can prioritize effectively
- Perceives deviations from the normal pattern
- Decision-making less labor intensive
- Uses guidelines for guidance
Good work -- but I think we might need a little more detail right here.
The Return

• Can You Find Your way back?
• Can make it work for you?
• Are you able to find the call?
• How’s that working for you?
• Oh…
Dedication of the Benner Model
...And
And

- Brenda
- Lynda
- Susan
- Doramarie
- Beth Ann

- Greg
- Annette
- Shannon
- Vickie

- Patti
- Jessica
- Doris
Expert

• No longer relies on rules
• Intuitive grasp on situations based on deep understanding
• Analytic approaches used only in novel situations or when problems occur
• Vision of what is possible
Application to Infection Prevention

• Begin at the Beginning
• Take a Basic Course: TSICP or APIC
• Find a mentor
• Get the Reference Books and Online Resources
• Join Professional Organizations: TSICP, APIC, TNA
• Where do you want to be in a year?
• Do you like what you are doing?
Application to ICP continued

• Set Realistic Goals
• Further your Professional Education
• Continue Self Study
• Do you like what you are doing?
• Look at CBIC website
• Assess strengths and weaknesses
• Operate out of strengths, strengthen your weaknesses
Professional Development

• Pair with a mentor
• Read
• TSICP, APIC, CDC,
• Self Assess
• Research
• Network
• Read
Where Are You TODAY?

• And where will you be tomorrow?
• Is it an Impossible Dream?
• Are you willing to do the work?
Life is a journey, not a destination!
“...And my thanks for hearing me, my prayers for you, my deep silent prayers...”
Carl Sandburg