

SIMULATIONS AND DRILLS: EDUCATIONAL TOOL #5.
DREYFUS MODEL OF SKILL ACQUISITION

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Level 1	Novice Rigid adherence to taught rules or plans Little situational perception No discretionary judgment	Observer Observes the procedure performed by a colleague
Level 2	Advanced Beginner Guidelines for action based on attributes or aspects Situational perception still limited All attributes and aspects are treated separately and given equal importance	Assistant Assists a colleague in performing the procedure
Level 3	Competent Coping with crowdedness Now sees actions at least partially in terms of longer-term goals Conscious deliberate planning	Directly supervised Performs the entire procedure under direct senior supervision
Level 4	Proficient See situations holistically rather than in terms of aspects See what is most important in a situation Perceives deviations from the normal pattern Decision-making less laboured Uses maxims for guidance, whose meaning varies according to the situation	Indirectly supervised Performs the entire procedure with indirect senior supervision
Level 5	Expert No longer relies on rules, guidelines, or maxims Intuitive grasp of situations based on deep tacit understanding Analytic approaches used only in novel situation or when problems occur Vision of what is possible	Independent Performs the entire activity without the need for supervision

REFERENCES

Stuart E. Dreyfus; Hubert L. Dreyfus (Feb 1980), A Five-Stage Model of the Mental Activities Involved in Directed Skill Acquisition, Storming Media, <http://www.stormingmedia.us/15/1554/A155480.html>. (Copyright: Approved for Public Release).

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