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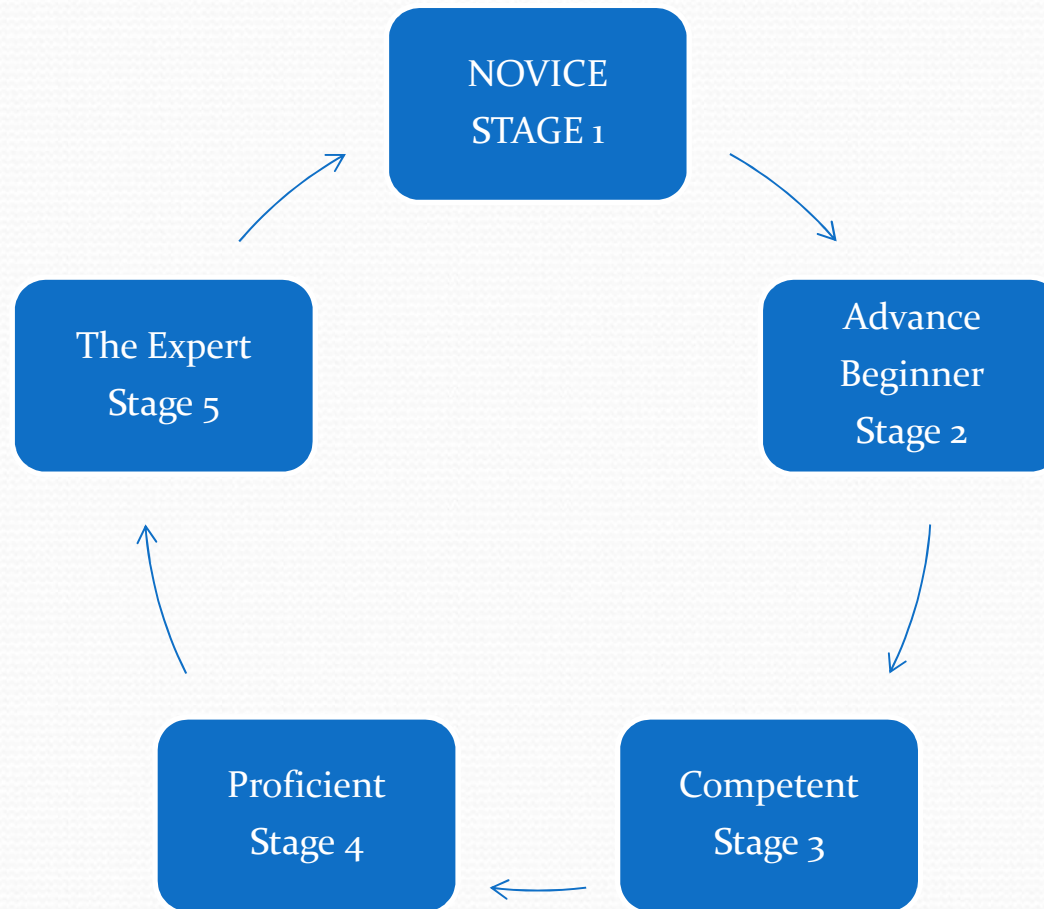
NOVICE TO EXPERT



PATRICIA BENNER

Benner, P. (1984). *From novice to expert: Excellence and power in clinical nursing practice.*

Benner's stage of Clinical Competence Cycle



Benner's stage of Clinical Competence

- **Stage 1: Novice**

The Novice or beginner has no experience in the situations in which they are expected to perform in.

- The Novice lack confidence to demonstrate safe practice and requires continual verbal and physical cues.
- Practice is within a prolonged time period and he/she is unable to use discretionary judgment

Benner's stage of Clinical Competence

- **Stage 2: Advance Beginner**
- **Advance Beginners demonstrate marginally acceptable performance because the nurse has had prior experience in actual situations.**
- **He/she is efficient and skilful in parts of the practice area, requiring occasional supportive cues.**
- **May/may not be within a delayed time period.**
- **Knowledge is developing**

Benner's stage of Clinical Competence

- **Stage 3: Competent**
- **Competence is demonstrated by the nurse who has been on the job in the same or similar situations for two or three years.**
- **The nurse is able to demonstrate efficiency, is coordinated and has confidence in his/her actions.**
- **For the Competent nurse, a plan establishes a perspective, and the plan is based on considerable conscious, abstract, analytic contemplation of the problem.**
- **The conscious, deliberate planning that is characteristic of this skill level helps achieve efficiency and organisation.**
- **Care is completed within a suitable time frame without supporting cues**

Benner's stage of Clinical Competence

- **Stage 4: Proficient**
- **The Proficient nurse perceives situations as wholes rather than in terms of chopped up parts or aspects.**
- **Proficient nurses understand a situation as a whole because they perceive its meaning in terms of long-term goals.**
- **The proficient nurse learns from experience what typical events to expect in a given situation and how plans need to be modified in response to these event.**

Benner's stage of Clinical Competence

- Contin...
- The Proficient nurse can now recognise when the expected normal picture does not materialise. This holistic understanding improves the Proficient nurse's decision making; it becomes less laboured because the nurse now has a perspective on which of the many existing attributes and aspects in the present situation are the important ones.

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csekwalog, 12/02/2014

Benner's stage of Clinical Competence

- **Stage 5: The Expert**
- **The Expert nurse has an intuitive grasp of each situation and zeroes in on the accurate region of the problem without wasteful consideration of a large range of unfruitful, alternative diagnoses and solutions.**
- **The Expert operates from a deep understanding of the total situation.**
- **His/her performance become fluid and flexible and highly proficient.**
- **Highly skilled analytic ability is necessary for those situation with which the nurse has had no pervious experience**



QUESTION & ANSWER

THANK YOU
ZIKOMO KWAMBIRI

Catherine Sekwalor

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