

*Knowing and doing are worlds apart.
Competence-building programs can close the gap.*

Components of a competence-building program



Practicing just one skill at a time in a supportive environment of peers who know what you're up to and who know what the skill, done well, should look like. In the skill drill, you deepen your understanding through both "failing" and "succeeding" in a supportive environment.



Some compulsion that induces you to practice skills in the real world, such as a mandatory number of hours to log in a given timeframe.



Being presented with a new way to understand the same concepts or skills in which you are building competence, something that makes them "click" from a different angle.



Having your real-world recorded sessions scored by experts using an unambiguous set of competencies, with clear markers that articulate levels of competence. This is practice for the assessments that "count" toward successful completion of the program.



A community contribution or some other method that has you add your learnings to the growing knowledge-base of your discipline.



A soft place to land or a swift kick in the tail, depending on what's needed; delivered by fellow program colleagues who are going through the same arduous thing you are going through.



The "final exam": having your real-world sessions scored by experts using an unambiguous set of competencies, with clear markers that articulate levels of competence.



A way to know if building competence leads to greater success in your work, ideally administered before, during and after your competency program.

What might these components look like for your discipline?

				
				
				
				
				