

Experience level will be based on Benner's Stages of Clinical Competence.

Novice: Beginners have had no experience of the situations in which they are expected to perform. Novices are taught rules to help them perform.

Advanced Beginner: Advanced beginners are those who can demonstrate marginally acceptable performance and have had some prior experience.

Competent: Competence, typified by the nurse who has been on the job in the same or similar situations two or three years, develops when the nurse begins to see his or her actions in terms of long-range goals or plans. The conscious, deliberate planning characteristic of this level helps achieve efficiency and organization. The competent nurse lacks the speed and flexibility of the proficient nurse.

Proficient: The proficient performer perceives situations as wholes, has improved decision making and takes into account the nuances of a situation.

Expert: The expert performer has an enormous background of experience and has an intuitive grasp of each situation. The expert operates from a deep understanding of the total situation. His/Her performance is highly proficient.

Reference: Benner, P. (1984). From novice to expert: Excellence and power in clinical nursing practice. Menlo Park: Addison-Wesley, pp. 13-34.