

In a nutshell

This feature covers the key principles of modelling excellence in professional practice. This resource can be photocopied and used as a revision tool or a prompt for discussion with your peers.

Modelling excellence

The process of modelling excellence is based on the premise that excellent performance in any skill has a particular structure which can be replicated. Its simple aim is to make explicit the differences between excellent performance of a particular skill and mediocre performance.

Modelling is based on the principle that all activities are underpinned by:

- particular thinking – the why of the approach;
- certain methods – the how of the approach;
- structure – the order of events.

In order to model excellence, we need to generate an understanding of the why, how and structure by identifying specific patterns, behaviours and language used by the model. This provides a basis on which to replicate the skill, which is followed by testing and reworking our own application until we have a clear understanding of the skill.

This isn't a magic wand – it still takes practice, but the essence of success is in the very deliberate practice generated through modelling.

Putting it into practice – 10 steps

1

Select models and arrange to observe them in practice.

2

Create a detailed sequence of events.

3

Note questions to clarify specific thoughts, feelings and actions.

4

Reflect on questions and rewrite sequence.

5

Arrange another observation to check and refine sequence.

6

Picture yourself carrying out the sequence.

7

Imagine the sequence in a fully associated state.

8

Carry out the sequence for real.

9

Ask model to observe you carrying out the sequence.

10

Use feedback to refine the sequence.