**Development of AIP OR Staff through Novice to Expert Theory**

**Novice**

The novice stage is characterized by lack of experience in clinical situations. Performance is very limited and inflexible, strictly guided by rigid rules. Novice staff are task-oriented as they focus on a “to do” list. They lack critical thinking – the “whys” behind all the tasks, as well as prioritization, recognition of abnormalities, and determining effective interventions. This phase is necessary and expected phase in professional development. New graduates, new hires and floor transfer staff are in this stage.

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**Advanced Beginner**

The advanced beginner demonstrates minimal acceptable competence. This staff member has undergone enough hands-on experience to recognize recurring components of care. Understanding and skill obtained from previous experiences enables the advanced beginner to make basic clinical judgments and build a plan to guide actions. Advanced beginners need mentoring and assistance in setting priorities. The new graduate, new hire, floor transfer ending their 6-8 month orientation are in this stage.

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**Competent**

The competent staff member is able to efficiently organize, plan, coordinate, and prioritize the most important aspects of care. Competency may occur after six months to one year off orientation and may reach peak development in two to three years’ experience in the OR practice environment. The staff member at this level is developing a long-term, holistic perspective.

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**Proficient Practitioner**

The proficient practitioner understands the overall picture in clinical situations. At this level, critical thinking, long-term goals, and a holistic view of the patient are used to guide performance. Proficiency brings speed, flexibility, and a understanding of the risks associated in a given situation. It takes approximately three to five years’ worth of experience is to develop proficiency.

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**Expert**

An expert staff member is at their peak of practice and actively demonstrates highly skilled proficiency, quick analytic problem-solving ability, in-depth recognition of important subtleties and strong intuition in varied situations. The expert operates from an enormous well of experience, is fluid and flexible and approaches situations confidently. It may take staff upwards of fifteen years of experience in the OR practice environment to function at an expert level.

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**References**

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