

Level of Skill	Behaviors	Questions
Novice	Driven by rules/absolutes; uses hypothetico-deductive reasoning; “Big picture” difficult to grasp	What does this test result mean? What information is most meaningful? Have you had a patient with a similar diagnosis/presentation?
Advanced Beginner	Uses relevance of information; starts to draw upon past experiences; starts to generalize	What influence does the presence of this co-morbidity have on your findings? What is different about this than you have seen before?
Competent	Pattern recognition; complex scenarios require analytical decision-making processes; grasps the big picture	How do the exam findings correlate with your observation? What assumptions are you making? What else do you want to know?
Proficient	Clinical decision-making more intuitive, based on previous experiences; difficulty with patients that present outside of the typical diagnostic picture; tolerances ambiguous and evolving clinical scenarios	What does your gut tell you about this? How do you anticipate this to change?
Expert	Notice the unexpected; integrates thoughts, feelings, and actions; discriminates features of a case that do not fit in to “typical”	How will these deficits impact the patient long-term? What is most meaningful to the patient?
Master	Consistently sees big picture of culture & context in every case; deep level of commitment to work and lifelong learning. Reflects in, on, and for action (Schon reflection types)	

Schon Reflection Levels:

Reflection On Action: After the fact. What went well? What did not work?

Reflection In Action: During the situation. Are you getting the results you want? What can you do right now to improve the results?

Reflection For Action: How might you do it differently next time? What are the next steps?

Bloom’s Taxonomy:

Mentors discuss through case examples if Residents are stuck at a particular level and strategize how to move up the pyramid. I.E. if the Resident is struggles to move beyond the analysis phase, will focus on activities for synthesis such as combining previous information and predicting outcomes.

Compiled by Moss Rehabilitation Neurologic Residency