
Novice

- a stage for gaining experience
- responses are relatively inflexible
- rules and procedures govern performance
- skills are "context free"
- have trouble interpreting events

Advanced beginner

- similarities across contexts are recognized
- episodic knowledge is built up
- knowledge about when to ignore rules is developed
- no sense of what is important

Competence

- make conscious choices about what they are going to do
- set priorities and decide on plans
- determine what is and what is not important
- know what to attend to and what to ignore
- more personally in control
- feel more responsibility for what happens
- more vivid memories of their successes and failures

Proficient

- intuition and know-how become important
- no longer think about adjustments
- recognize similarities between events
- able to predict events more precisely
- intuitive but options are still analysed

Expert

- intuitive grasp of a situation
- reduce variation in a situation
- choose to process less of what they encounter
- performance is fluid and effortless
- seems to know what to do at the right time
- involved in the task in a different way
- not consciously choosing what to do
- personal references and evaluations in performance

Cognitive

- trainees have to develop an overall plan
- trainees analyse tasks
- trainees verbalize about what is learned
- what to expect and what to do is emphasized
- procedures are described
- information is provided about errors

Practice phase

- establishment of correct patterns of behaviour by practice
- errors gradually eliminated

Autonomous phase

- gradually increasing speed of performance
- performance increases beyond the point where errors can be ordinarily detected
- increasing resistance to stress
- increasing resistance to interference from other activities
- available capacity to perform a secondary simultaneous task
- larger and larger units of behaviour are programmed