

NHS

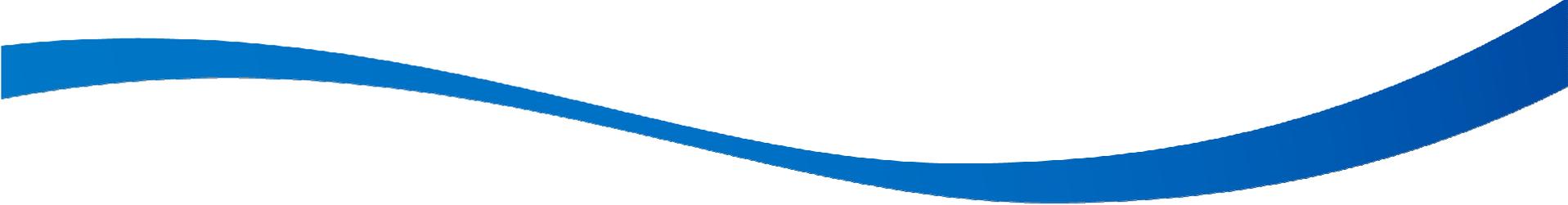
Blood and Transplant

Developing **yourself** through reflective practice

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OD Manager for Digital and People Skills
NHS Blood and Transplant

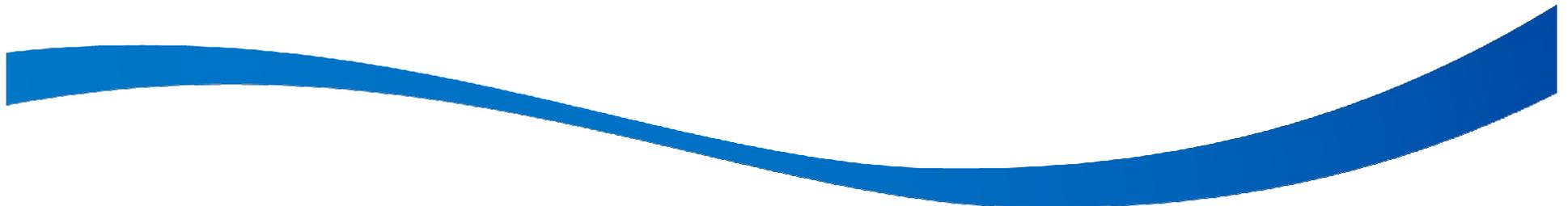
Caring Expert Quality

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What is Knowledge?

Knowledge

1. expertise, and skills acquired by a person through experience or education; the theoretical or practical understanding of a subject,
2. what is known in a particular field or in total; facts and information
3. awareness or familiarity gained by experience of a fact or situation.

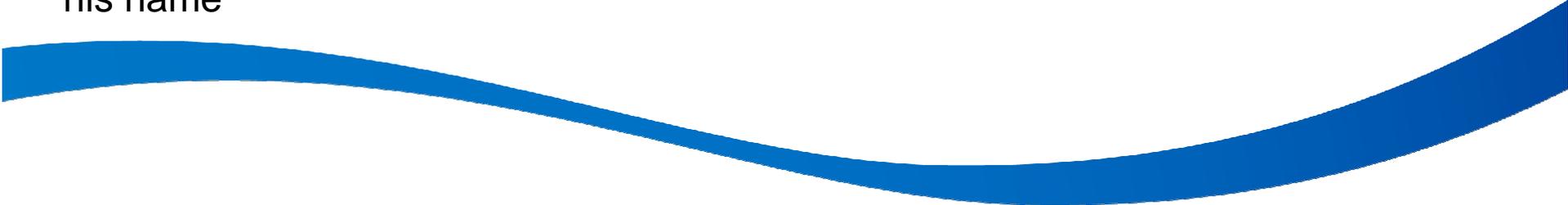


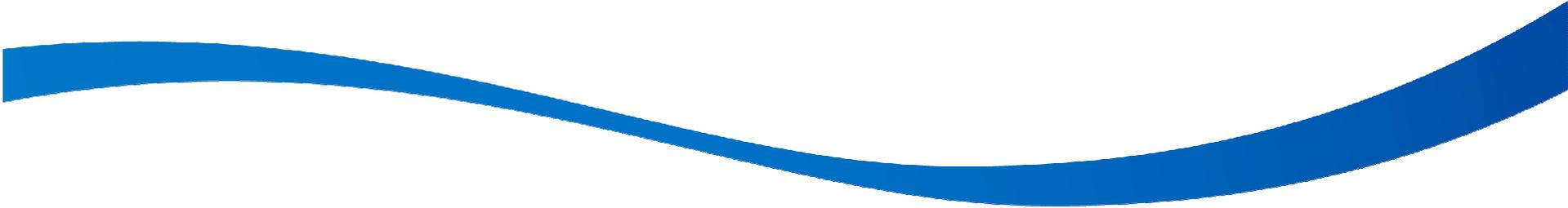
Nessun Dorma

- Sung by Pavorotti
- Became the theme for the football World Cup
- A song all about love
- From the opera *Turandot* by Puccini



Princess Turandot

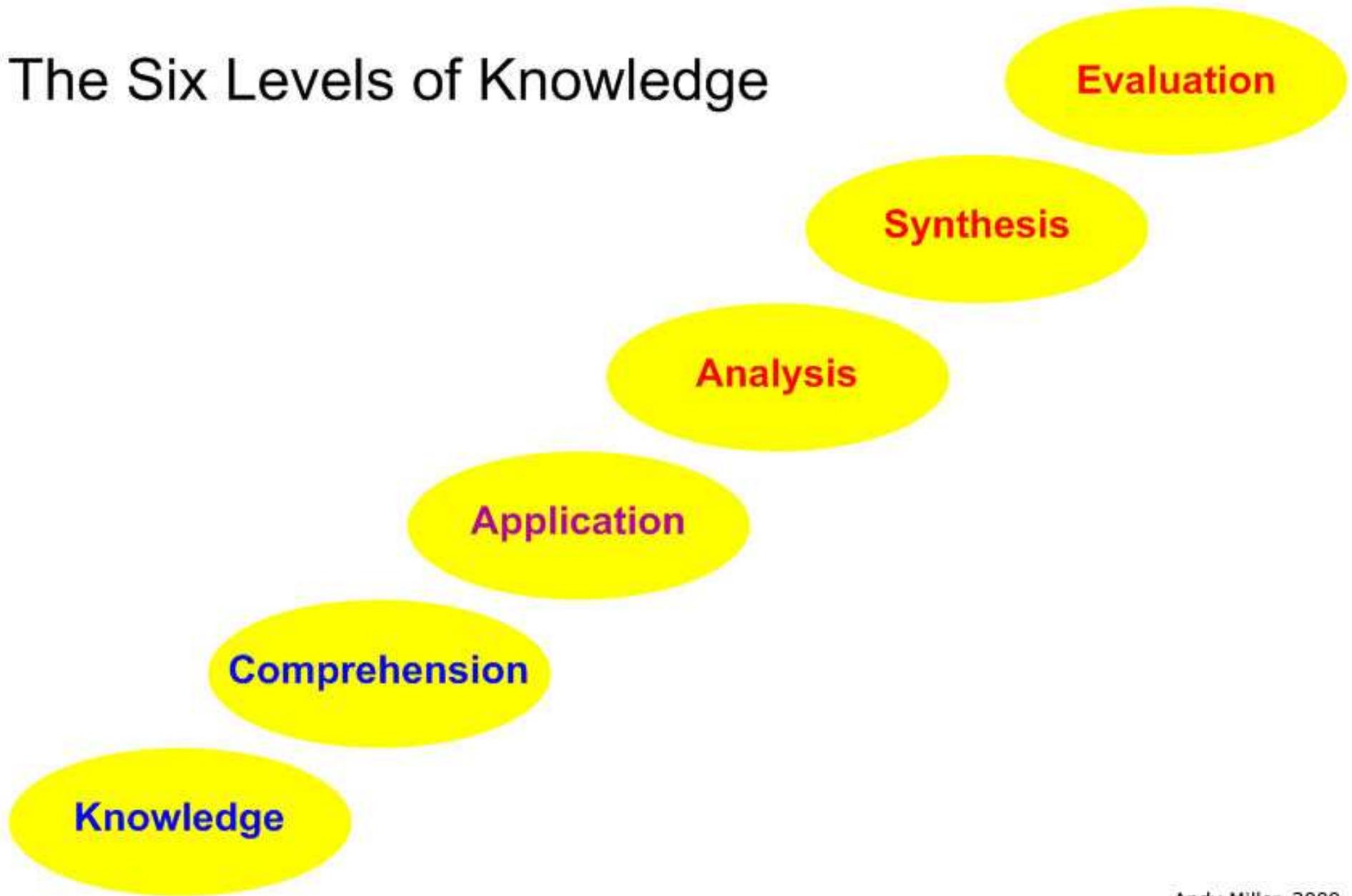
- Gives anybody wanting to marry her three riddles
 - If they get one wrong she chops their head off
 - She's killed 16 men already
 - This one got them right but said "If you find out my name by morning then you can have my head"
 - Turandot is now torturing and killing her way across Peking to find out his name
 - Tortures one of his only two friends so badly that she commits suicide rather than gives up his name
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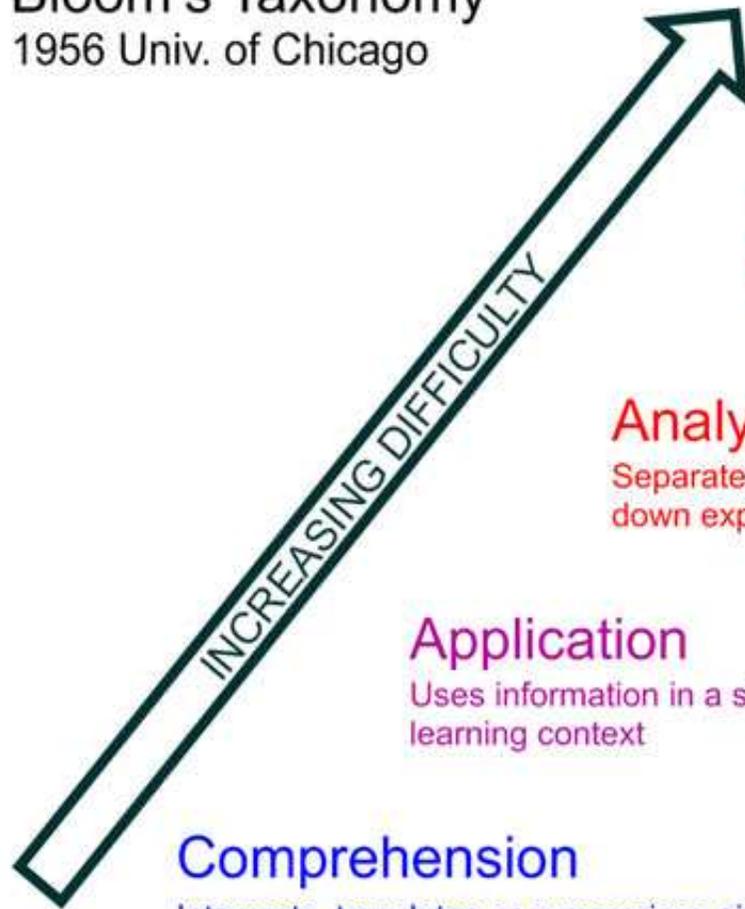
We now “know” Nessun Dorma but
“know more” or “know differently”

There are different **levels** of
knowledge

The Six Levels of Knowledge



Bloom's Taxonomy
1956 Univ. of Chicago



Evaluation

Involves acts of decision making, or judging based on criteria or rationale - makes judgements about

Synthesis

Combines elements to form new entity from the original one - draws on experience and other evidence to suggest new insights

Analysis

Separates wholes into parts until relationships are clear – breaks down experiences

Application

Uses information in a situation different from original learning context

Comprehension

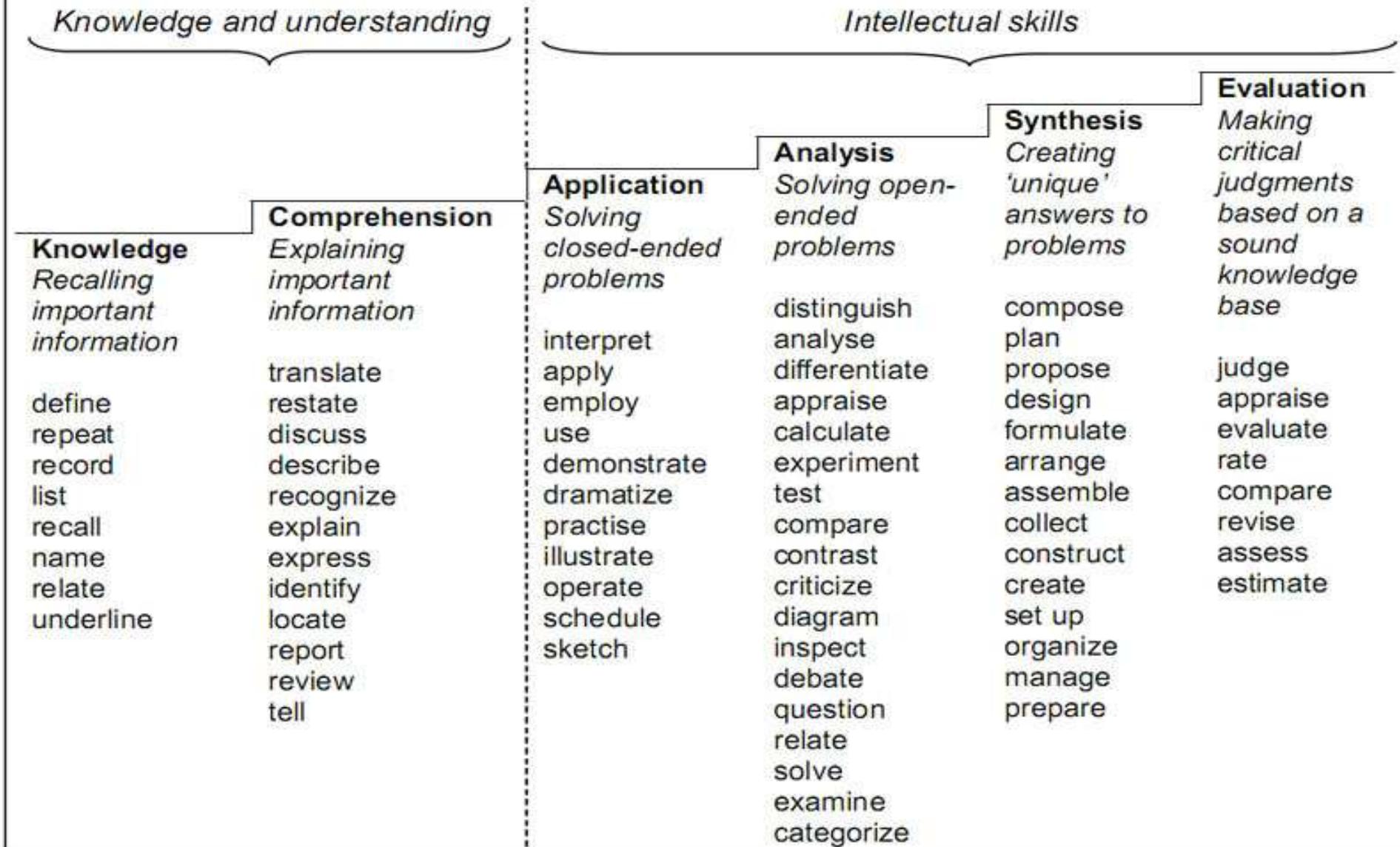
Interprets, translates or summarises given information - demonstrating understanding of events

Knowledge

Recognition and recall of information - describing events

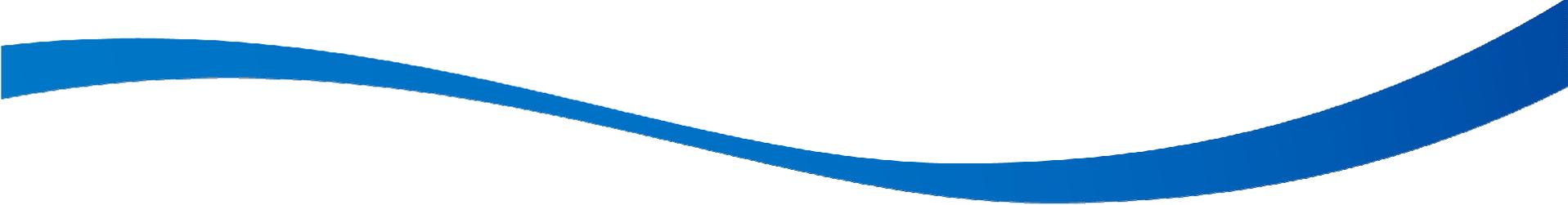
2. Bloom's Taxonomy (1956)

Comments in *italics> are our own brief explanations of the differences between the six levels of the taxonomy. The list of verbs here is not exhaustive, and some appear under more than one heading.*



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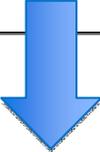
Blood and Transplant



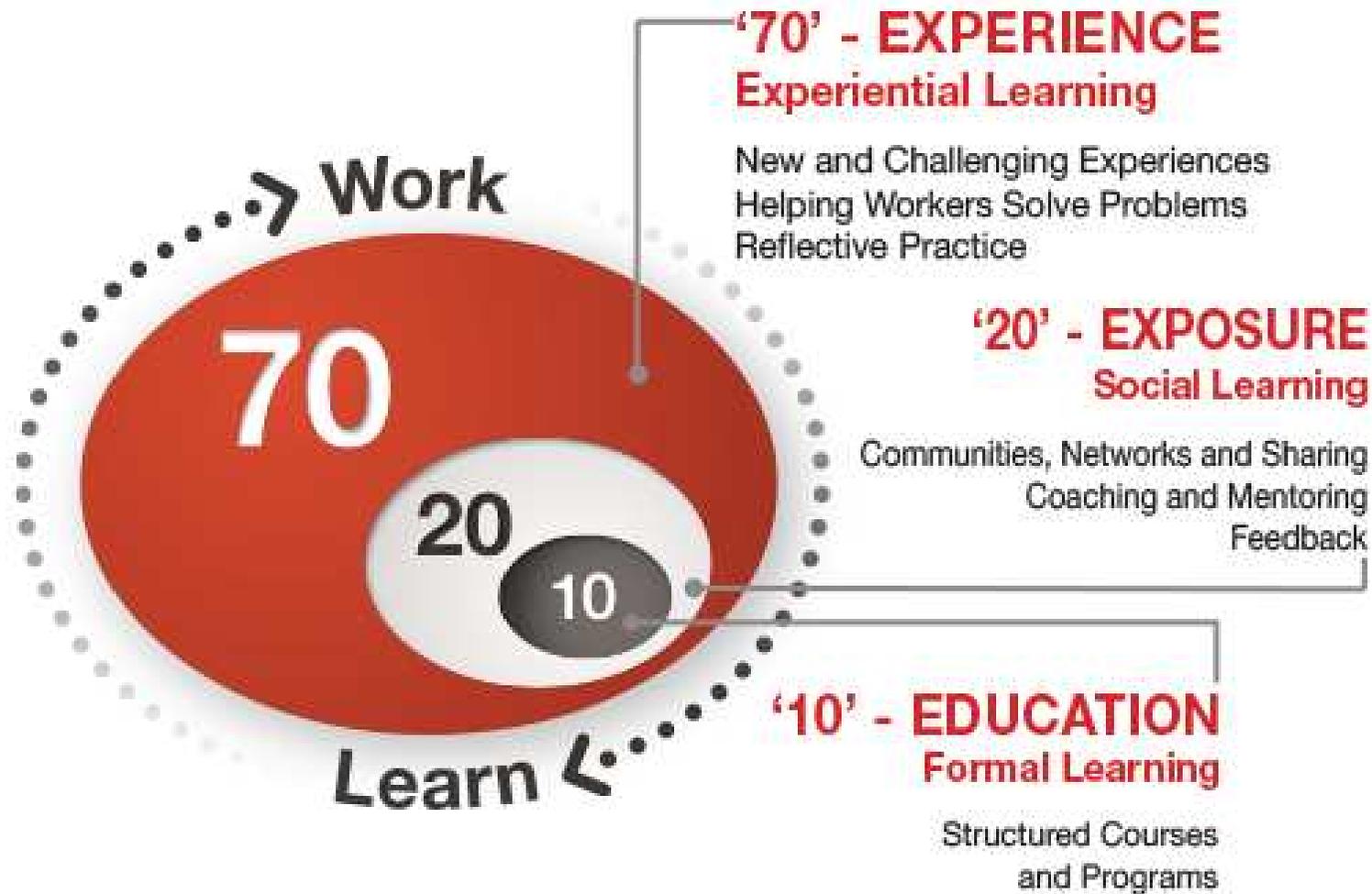
**The same goes for your personal
skills!**

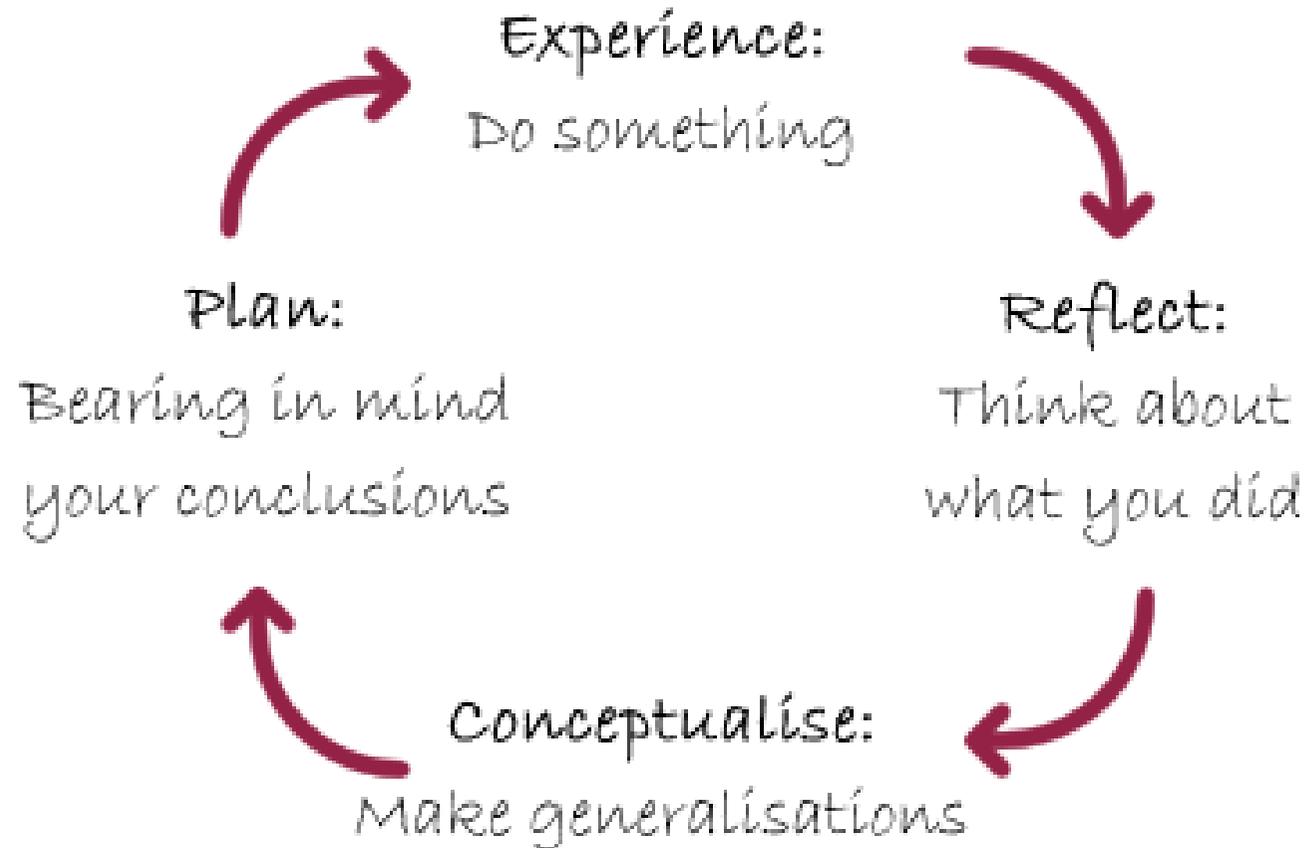
Caring Expert Quality

Personal Effectiveness – People Skills Matrix

	DO IT RIGHT (remember & understand)	DO IT BETTER (apply & analyse)	DO BETTER THINGS (evaluate & create)
SELF SKILLS	Self Knowledge Self Awareness Self Acceptance 		
TEAM SKILLS			
ORGANISATION			

How we *actually* learn

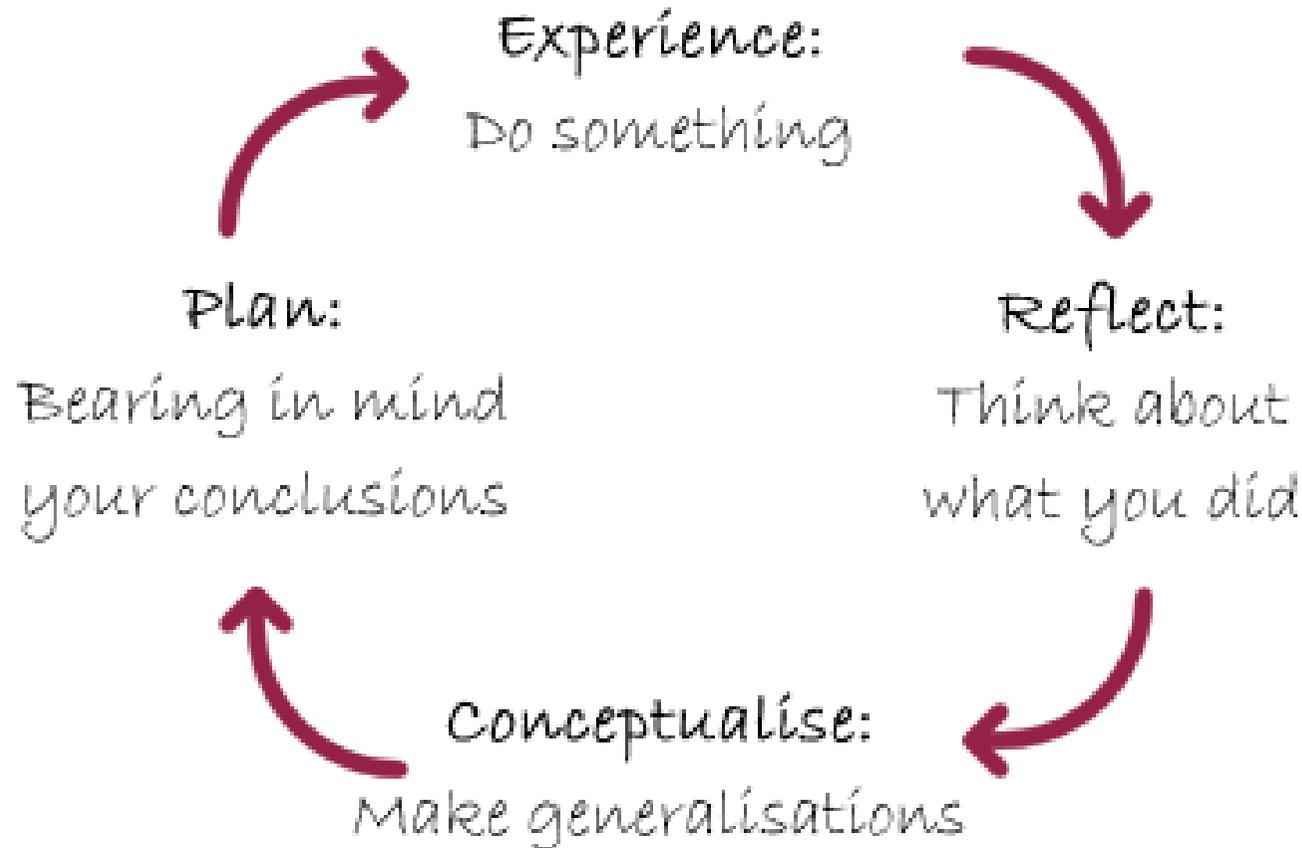




Experience without learning

- Repeat errors
 - We will continue to repeat those errors until we learn not to
 - For EVER!

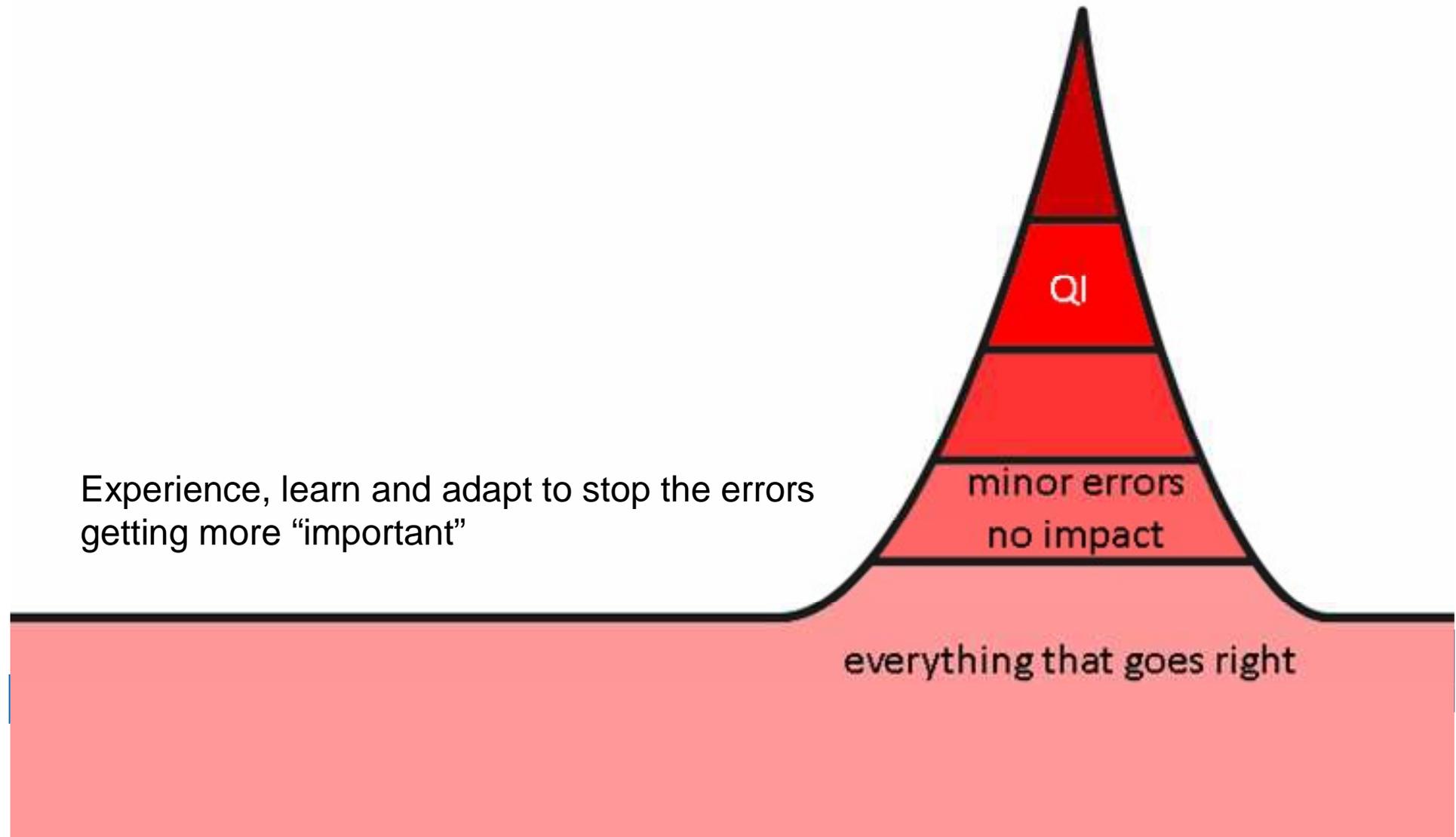
 - The “learning” part comes from reflection
 - We have **evaluated** what happened (reflect)
 - We alter our practice accordingly (conceptualise + plan)
 - We test our new hypothesis in the real world (apply + experience)
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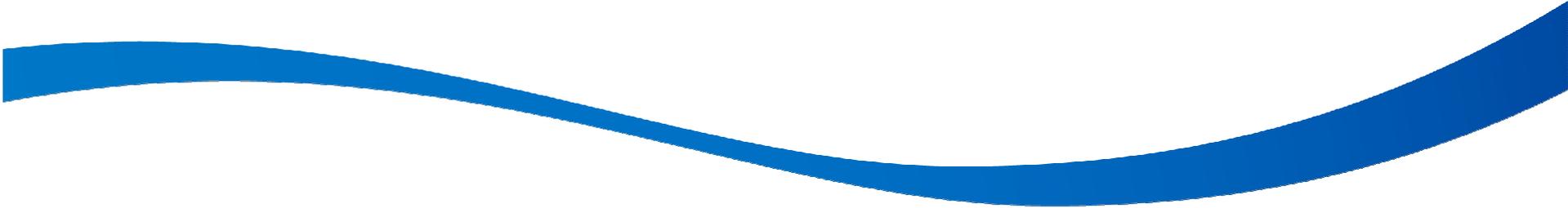


We do it all of the time!

Errors

Experience, learn and adapt to stop the errors getting more “important”



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Our knowledge of a new subject

(next slide)

A 

We learn our first facts