



Skills Teaching

Instructor Accreditation Program (IAP)

24-25 OCTOBER 2024



WHY TEACH SKILLS?



To acquire a competency.



Standardised approach.

MANY WAYS TO SKIN A CAT

Right Way

Wrong Way

My way

Your way

The Royal ... Hospital Way

WHY SHOULD WE TEACH?



Safe



Simple



Effective



The same as other
providers.

STANDARDISATION



Standardisation
improves safety



Makes it easier to
teach.



But it invites alternative
opinions

TEACHING A SKILL

- 1 | Good luck and off you go
- 2 | Watch one, do one, teach one
- 3 | 4 step



4 STEP

- 1 Demonstrate the finished product
- 2 Deconstruct (talk through in detail)
- 3 Verbalise (have one candidate talk you through, you perform the skill)
- 4 Demonstrate (the candidates demonstrate the complete skills one at a time)

DEMONSTRATE



Gives a clear mental picture of the end result.



Forms the anchor to learning.

2 STEP

- 1 Demonstrate (is a fusion of Stage 1 & 2)
- 2 Check that they can do it (Stage 4)



Traditional approach



Cognitive overload can lead to partial acquisition and critical gaps.

SO, 4 STEP VS 2 STEP

- 1 | Actually, slightly longer time
- 2 | Can be awkward if teacher is not comfortable
- 3 | Superior if the teacher is comfortable and candidates are on board.
- 4 | **Bottom line: do it the way you like.**

END POINT

Do it your way.

Check the skills acquisition of your teaching.

Try the 4 Step.

Consider the cognitive load from the POV of the candidate, not from your experience.



Thank you.

