

A model of the evolution of practice

Practice develops over time and with experience.

This model depicts some stages in the evolution of practice. The goal is to achieve the generative stage, while continuing to make use of the strengths of each of the other stages.

Reactive: I respond to emergency situations as they arise; I volunteer for tasks; my work is often crisis driven. If I get stuck here it may be because I am not invested in practice development, I thrive on crisis, or my work environment is out of balance.

Calculative: I have systems in place to manage my responsibilities. If I get stuck here it may be because I lack confidence, feel safe when others take responsibility, or work in an environment that discourages independence and creativity.

Proactive: I actively work to identify ways that I can improve my practice in my job on an ongoing basis. I seek feedback. If I get stuck here, I can identify why.

Generative: My practice philosophy & the development of my practice are embedded in almost everything I do. I learn every day. I anticipate, create, and build meaningful connections. If I get stuck, I take responsibility for change.

A healthy organization will support the growth & development of practice!

