

Deliberate Practice (DP)

WHAT IS IT?

DP is a specialized form of purposeful practice designed to help individuals master performance objectives just beyond their current level of comfort and ability.

HOW DOES IT WORK?

DP is comprised of four, interrelated activities: (1) establishing individualized learning objectives; (2) using an expert or coach; (3) ongoing feedback; and (4) successive improvement through repetition.

Through measurement and consultation with a coach, individuals identify where their customary performance is inconsistent or less effective. By engaging in training activities specifically designed to target performance deficits, and receiving ongoing feedback, individuals successively refine and improve their abilities.



HOW ARE FEEDBACK-INFORMED TREATMENT (FIT) AND DP RELATED?

By routinely measuring the quality of the therapeutic relationship and treatment outcomes, FIT provides therapists with a valid and reliable assessment of their clinical performance. The resulting data is then used to identify opportunities for growth and improvement through deliberate practice.

WHAT IS THE EVIDENCE FOR DP?



Highly effective therapists have been shown to devote two and a half times more hours to deliberate practice than their more average counterparts. They have also been shown to be more effective with difficult and complex cases and, in general, their clients improve at a much faster rate (~10X).

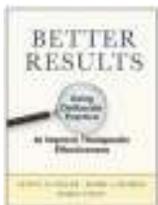
Research indicates the combination of FIT and deliberate practice results in a slow, steady improvement in individual therapist effectiveness.

HOW TO IMPLEMENT

There are several simple steps you can take to get started with DP

- Make DP a part of your daily routine. If you have to find the time, you never will.
- Monitor your progress on a regular basis. If you can't tell you're making progress, you'll soon give up.
- Think like a child. Instead of performing, play; instead of trying to get it right, experiment.
- Build a community of people and resources. Going it alone ensures you won't go for long.

RESOURCES



The International Center for Clinical Excellence has two free resources available to help you learn more about DP: A web forum and a Facebook group. Both are dedicated to excellence in clinical practice, providing the opportunity for practitioners and administrators to access others in the field from around the world for resources and support.

Better Results Now by Scott Miller, Mark Hubble, and Daryl Chow provides a step-by-step guide to DP.

To learn about training opportunities or for more information, email:

info@centerforclinicalexcellence.com

References:

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