

## Session 5 Skill and Will – Coachability

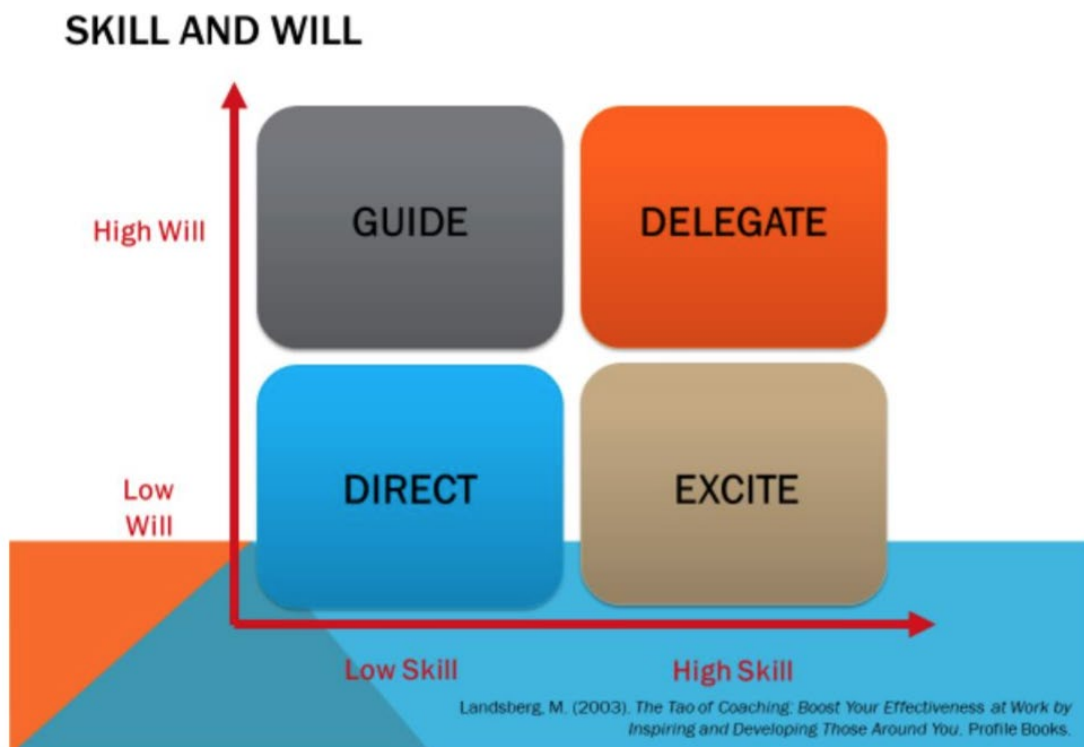
In this session you are introduced to the skill and will model/matrix that has been widely adopted and is a useful method of ensuring that your practice education/practice supervisor style of interaction is matched to a learners readiness for a role, task or activity. Firstly, click the link or video to watch the video: <https://media.salford.ac.uk/Player/j85G25ib>

### Skill and Will - Coachability



### Additional info

It is also useful for assessing the level of practice education/supervision required by the learner. The skill/will matrix diagram is included below and requires you to assess the learner's level of skill for dealing with that situation, issue or task and their level of will. Skill depends on experience, training and understanding. Will depends on desire to achieve, incentives, security and confidence.



The matrix works by plotting the level of the learner's skill against their will, either high or low, in order to determine the appropriate style of interaction for the coach to adopt.

The way to use the model/matrix is to ask questions to elicit understanding for example

Can you recognise learners in areas of the matrix?

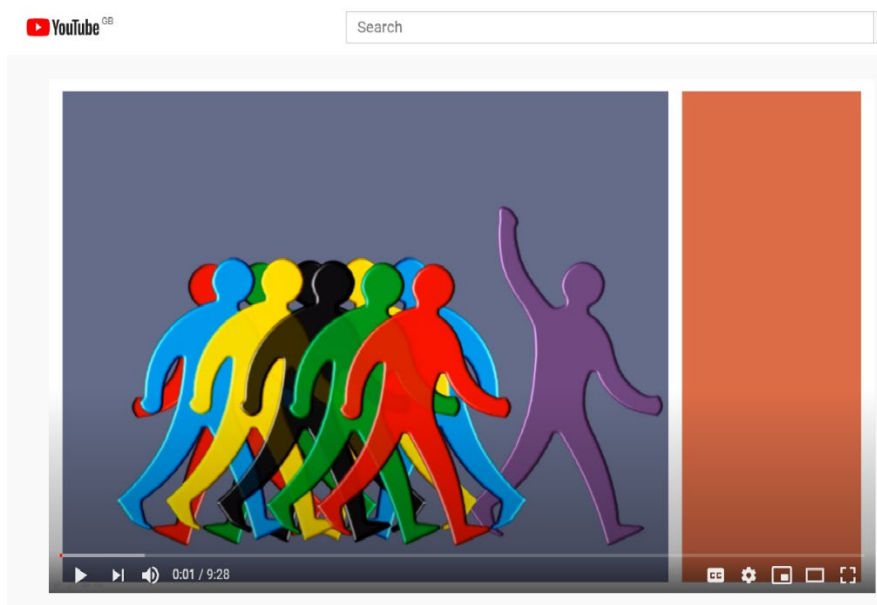
- What might be the benefits and dangers of using the model/matrix to frame your practice educator/practice supervision?

You may wish to relate the model to Hershey and Blanchard's situational leadership theory: Hersey, P. and Blanchard, K. H. (1969) The situational leadership model

### Activity 1.

Click on the video to watch a short video or click the link: <https://youtu.be/bAuwgimF5xc>

Do relate to your practice education/supervisory role.



After this session do review your knowledge, skills and behaviour and your learning needs. Look and map against any professional requirements such as the NMC practice educator/supervisor role requirements, linking to the NMC practice supervisor self-declaration.