

Edited by

**Robert J. Sternberg**  
**Joseph A. Horvath**

# TACIT KNOWLEDGE IN PROFESSIONAL PRACTICE

*Researcher and  
Practitioner Perspectives*

# Tacit Knowledge In Professional Practice Researcher And Practitioner Perspectives

**Joy Higgs, Gail M. Jensen, Stephen  
Loftus, Nicole Christensen**

## **Tacit Knowledge In Professional Practice Researcher And Practitioner Perspectives:**

**Tacit Knowledge in Professional Practice** Robert J. Sternberg, Joseph A. Horvath, 1999-02-01 Those responsible for professional development in public and private sector organizations have long had to deal with an uncomfortable reality. Billions of dollars are spent on formal education and training directed toward the development of job incumbents yet the recipients of this training spend all but a fraction of their working life outside the training room in meetings on the shop floor on the road or in their offices. Faced with the need to promote continuous learning in a cost effective manner trainers, consultants and educators have sought to develop ways to enrich the instructional and developmental potential of job assignments to understand and facilitate the lessons of experience. Not surprisingly social and behavioral scientists have weighed in on the subject of on the job learning and one message of their research is quite clear. This message is that much of the knowledge people use to succeed on the job is acquired implicitly without intention to learn or awareness of having learned. The common language of the workplace reflects an awareness of this fact as people speak of learning by doing or by osmosis and of professional instinct or intuition. Psychologists more careful if not clearer in their choice of words refer to learning without intention or awareness as implicit learning and refer to the knowledge that results from this learning as tacit knowledge. *Tacit Knowledge in Professional Practice* explores implicit learning and tacit knowledge as they manifest themselves in the practice of six knowledge intensive professions and considers the implications of a tacit knowledge approach for increasing the instructional and developmental impact of work experiences. This volume brings together distinguished practitioners and researchers in each of the six disciplines to discuss their own research and/or professional experience and to engage each other's views. It addresses professional practice in its totality from the technical to the interpersonal to the crassly commercial not simply a few aspects of practice that lend themselves to controlled study. Finally this edited volume seeks to go beyond the enumeration of critical experiences to an understanding of the psychological mechanisms that underlie learning from experience in professional disciplines and in so doing to lay a foundation for innovations in professional education and training.

*Optimal Information Modeling Techniques* Slooten, Kees van, 2001-07-01 Information modeling techniques are used during information systems analysis and design and are important kinds of techniques that are part of information systems development methodologies. An optimal information modeling technique may be defined as an information modeling technique that is most appropriate to be applied in a specific situation indicated by certain contingency factors. *Optimal Information Modeling Techniques* examines these methods and provides the most recent research in the field to be applied to the management applications of modern organizations.

**Theory and Practice of Nursing** Lynn Basford, Oliver Slevin, 2003 This is a comprehensive guide to the theory and practice of nursing addressing the nursing theory and skills specific to clients and patients needs. Each chapter has learning outcomes, study activities and reflection to prompt readers to learn as they read.

**The Contemporary Superintendent** Lars G.

Bjork, Theodore J. Kowalski, 2005-06-28 The role practice and preparation of today and tomorrow's superintendent A strong superintendent is critical to the success of an entire school district So why is it one of the most deregulated positions Over the past several decades many states have either rescinded licensing requirements for school district superintendents or abandoned regulations altogether The Contemporary Superintendent offers a scholarly and objective analysis of the issues surrounding the state policies that appoint superintendents Lars G Bjork and Theodore Kowalski have developed a coherent guide to critical professional aspects such as superintendent licensures professional preparation and staff development Featuring the research of educational leadership specialists this resource is not to be missed The Contemporary Superintendent includes Quality strategies by the field's top scholars to implement decisive practices for superintendents Detailed analysis of the concerns over superintendent qualifications and preparations An examination of past present and future practices of superintendents A distinct look at the evolution of the role of the superintendent Developed over a three year period the authors have compiled a collection of useful hands on strategies for aspiring and existing superintendents as well as ideas for adoption in the educational administration leadership professional development and educational policy areas

**Clinical Reasoning in the Health Professions E-Book** Joy Higgs, Gail M. Jensen, Stephen Loftus, Nicole Christensen, 2018-10-15 Clinical reasoning lies at the core of health care practice and education Clinical Reasoning in the Health Professions therefore occupies a central place in the education of health professionals the enhancement of professional decision making of individuals and groups of practitioners with their clients and research into optimal practice reasoning All chapters updated and 20 new chapters added Concrete examples cases and vignettes were added to bring discussions to life for the reader Reflection points strategically placed to assist readers to extend their insights and build learning from their own practical experiences and theoretical knowledge Devices of particular value to reflective practitioners and educators All chapters updated and 20 new chapters added Concrete examples cases and vignettes were added to bring discussions to life for the reader Reflection points strategically placed to assist readers to extend their insights and build learning from their own practical experiences and theoretical knowledge Devices of particular value to reflective practitioners and educators

**Tacit Knowledge in Organizational Learning** Peter Busch, 2008 Understanding the complexity of tacit knowledge has become increasingly important to the enhancement of organizational flow Tacit Knowledge in Organizational Learning aims to advocate the need for human factor consideration from a tacit knowledge capital point of view Tacit Knowledge in Organizational Learning offers academicians and practitioners an illustration of the importance of tacit knowledge to an organization presenting a means to measure and track tacit knowledge in individuals and recommendations on firm attributes and their ideal utilization of the tacit knowledge resource

**Scientific and Technological Thinking** Michael E. Gorman, Ryan D. Tweney, David C. Gooding, Alexandra P. Kincannon, 2004-09-22 At the turn of the 21st century the most valuable commodity in society is knowledge particularly new knowledge that may give a

culture company or laboratory an adaptive advantage Knowledge about the cognitive processes that lead to discovery and invention can enhance the probability of making valuable new discoveries and inventions Such knowledge needs to be made widely available to ensure that no particular interest group corners the market on techno scientific creativity Knowledge can also facilitate the development of business strategies and social policies based on a genuine understanding of the creative process Furthermore through an understanding of principles underlying the cognitive processes related to discovery educators can utilize these principles to teach students effective problem solving strategies as part of their education as future scientists This book takes the reader out onto the cutting edge of research in scientific and technological thinking The editors advocate a multiple method approach chapters include detailed case studies of contemporary and historical practices experiments computational simulations and innovative theoretical analyses The editors attempt a provocative synthesis of this work at the end In order to achieve true scientific and technological progress an understanding of the process by which species are transforming the world is needed This book makes an important step in that direction by leading to breakthroughs in the understanding of discovery and invention

### **Why Smart People Can Be So Stupid**

Robert J. Sternberg, 2002-04-01 A serious attempt to understand a common phenomenon from the author of The Nature of Human Intelligence Psychology Today One need not look far to find breathtaking acts of stupidity committed by people who are smart or even brilliant The behavior of clever individuals from presidents to prosecutors to professors is at times so amazingly stupid as to seem inexplicable Why do otherwise intelligent people think and behave in ways so stupid that they sometimes destroy their livelihoods or even their lives This is an investigation of psychological research to see what it can tell us about stupidity in everyday life The contributors to the volume scholars in various areas of human intelligence present examples of people messing up their lives and offer insights into the reasons for such behavior From a variety of perspectives the contributors discuss The nature and theory of stupidity How stupidity contributes to stupid behavior Whether stupidity is measurable While many millions of dollars are spent each year on intelligence research and testing to determine who has the ability to succeed next to nothing is spent to determine who will make use of their intelligence and not squander it by behaving stupidly The contributors focus on the neglected side of this discussion reviewing the full range of theory and research on stupid behavior and analyzing what it tells us about how people can avoid stupidity and its devastating consequences Marvelous devilishly clever and culturally timely book A fascinating exploration Choice Easily readable and well referenced May provide just enough momentum for change International Journal of Intelligence

### **Clinical Reasoning in the Health Professions**

Joy Higgs, Mark A Jones, Stephen Loftus, PhD, MSc, BDS, Nicole Christensen, 2008-02-14 Clinical reasoning is the foundation of professional clinical practice Totally revised and updated this book continues to provide the essential text on the theoretical basis of clinical reasoning in the health professions and examines strategies for assisting learners scholars and clinicians develop their reasoning expertise key chapters revised and updated nature of clinical

reasoning sections have been expanded increase in emphasis on collaborative reasoning core model of clinical reasoning has been revised and updated **Challenges of Information Technology Management in the 21st Century** Information Resources Management Association. International Conference,2000 As the 21st century begins we are faced with opportunities and challenges of available technology as well as pressured to create strategic and tactical plans for future technology Worldwide IT professionals are sharing and trading concepts and ideas for effective IT management and this co operation is what leads to solid IT management practices This volume is a collection of papers that present IT management perspectives from professionals around the world The papers seek to offer new ideas refine old ones and pose interesting scenarios to help the reader develop company sensitive management strategies *Academy of Management Learning and Education* ,2008

**Judgment and Decision Making in Accounting** Sarah E. Bonner,2008 This unique first edition is the only book on the market that delivers a contemporary synthesis of both psychology and accounting literature related to judgment and decision making Judgment and Decision Making in Accounting is structured around an innovative framework that provides a unique way of thinking about JDM projects and organizing JDM research Developed based on many years of teaching and research on accounting JDM this unique framework succinctly describes the key issues in accounting JDM research enabling readers to more quickly assimilate the vast material related to those issues The framework also provides a basis to help readers evaluate their own current JDM research ideas as well as generate further research questions **How Leaders Learn** Gordon A. Donaldson,2008-04-12 How Leaders Learn portrays the developmental experiences of educators seeking to become accomplished leaders in their schools The author presents a new model of leadership knowledge the Interpersonal Cognitive Intrapersonal I C I model Through the stories of teacher leaders and administrators in several leadership development programs the book depicts the evolution of understanding skill and self confidence These learners grapple with questions essential to all effective leadership Does my leadership generate improved learning for the students in my school What are my greatest assets as a leader What are my greatest liabilities and what do I do about them Can I find a leadership role that is both productive and sustainable for me and for the school I serve This dynamic professional development tool Introduces a framework for thinking about how school leaders cultivate and support their own learning Richly describes in leaders own words the deepening of interpersonal cognitive and intrapersonal leadership knowledge and action Describes how to structure the Performance Learning cycle to support leadership that benefits students Links recent literature and research to support new insights into the role of emotion self awareness and interpersonal skills in leader learning *Proceedings of the ... SICE Annual Conference* Keisoku Jidō Seigyo Gakkai (Japan). Gakujutsu Kōenkai,2002

**The Knowledge Management Yearbook 2000-2001** John A. Woods,James W. Cortada,2000 An anthology and reference for people who are seeking to implement knowledge management techniques It covers the nature of knowledge and its management knowledge based strategies knowledge management and organizational learning and knowledge tools

techniques and processes     **Auditing** ,2003     **SICE 2002** Keisoku Jidō Seigyo Gakkai (Japan). Gakujutsu Kōenkai,2002  
Renewing Professional Librarianship William A. Crowley,2008-03-30 Can professional librarianship exist let alone thrive in the 21st century Does accreditation protect the profession or reduce it to a minor component of information science The prognosis is not good claims cultural pragmatist Bill Crowley with worse to follow unless library studies and information studies are viewed as separate cognate areas While an information centric definition may be appropriate for corporate information specialists he notes that academic public and school librarians are already suffering the effects of devaluation The remedy is to embrace a concept called lifecycle librarianship the ability to meet crucial public needs from the lapsit to the nursing home by honing the library s time honored role as a vital resource for reading and lifelong learning and he concludes with a series of recommendations for library associations library and information education educators and practitioners and a challenge for the reader to do something with them     **Quest** ,2006     *Promoting Lifelong Learning for Older Workers* Tarja Tikkannen,2006 This publication contains a number of essays which explore issues relating to population ageing and the needs of older workers from a lifelong learning perspective Although the focus is on European experiences it also includes contributions from Australia Japan and the United States The central argument of this book is that ageing must be seen as a lifelong learning and development process in which one continuously takes on new life challenges and in the context of work lifelong learning is understood as a broad holistic concept which encompasses individual education and training as well as participative workplace learning actively supported by employers

# Unveiling the Magic of Words: A Report on "**Tacit Knowledge In Professional Practice Researcher And Practitioner Perspectives**"

In a world defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their capability to kindle emotions, provoke contemplation, and ignite transformative change is truly awe-inspiring. Enter the realm of "**Tacit Knowledge In Professional Practice Researcher And Practitioner Perspectives**," a mesmerizing literary masterpiece penned with a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve into the book's central themes, examine its distinctive writing style, and assess its profound effect on the souls of its readers.

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