* **Stage 1: Novice/Beginner**: The person has no background experience of the situation in which they are learning; may have basic background information from theory but often are unable to discern application of this knowledge. At this point the student needs full observation of their skills.
* **Stage 2: Advanced Beginner**: This person can demonstrate marginally acceptable performance. During this phase the person needs assistance setting priorities but can perform the task independently. People in this stage function primarily by rules or task orientated learning.
* **Stage 3: Competent**: During this stage the person now has the basic skills down and are hardwired. They now recognize patterns and apply critical thinking to the task at hand. They can also independently sets priorities and goals and manages complex situations. Employees in this area usually have 2-3 years of experience in the given area or skill.
* **Stage 4: Proficient**: The employee now has a deep understanding of the situation and less conscious planning is necessary. Their practice is efficient and flexible. Employees in this area usually have 3-5 years of experience in the given area or skill.
* **Stage 5: The Expert**: The employee no longer relies on analytic principles (rules, guidelines) to connect their understanding of the situation to an appropriate action. The expert operates from a deep understanding of the total situation. Employees in this area usually have more than 5 years of experience in the given area.