

Mindset programmes fact sheet

We stand for excellence in skills which we promote through our experience of international skills competitions, developing training methodologies which hone young people's technical and mindset skills to the highest level.

We have developed a series of learning and development resources to share this knowledge throughout the skills sector to push for higher standards in technical education and apprenticeships so that many more young people can benefit throughout the UK.

We have proudly partnered with Grey Matters Performance to design a suite of learning resources for educators, students and apprentices. It is drawn from our experience of developing attitudes and behaviours through applied principles from performance psychology as the winning formula in producing a high-performance mindset in young people who go on to represent the UK in international competitions, 'Skills Olympics'.

"WorldSkills UK and elite sport share at the heart; competition, competitors and coaching to deliver peak performance on a global stage"

WorldSkills UK Way

Our training methodology is a continuous framework of improvement and professional development. It is the combination of training high level technical skills and applied principles of performance psychology in the context of technical and vocational education and training that forms our unique practice and underpins our international skills development programme which models global best practice in skills excellence.

Our programme consists of three components, all equally important to the overall skills development of students and apprentices.



Technical skills training

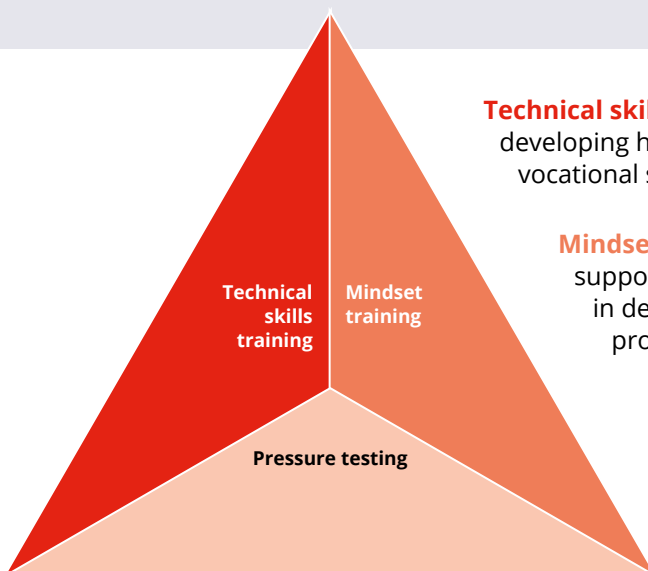
developing high levels of technical competence to perform against global vocational standards of excellence

Mindset training

supporting the acceleration of behaviours and attitudes, resulting in development of longer-term characteristics of positivity and proactive approach to challenge and pressure

Pressure testing

assessing an individual's behaviour and technical performance under pressure, in a simulated environment.



Mindset for learning and performance

People are increasingly recognising the importance of mindset for learning and performance. Mindset describes the attitude and skills which someone brings to their learning and work. The idea is that many of the challenges students and apprentices will experience, such as working under pressure or developing a new skill, can be countered or even turned into benefits when you possess and apply the right mental skills.

All performance domains require learners to develop a set of knowledge, skills and behaviours in order to be competent, and then excel, in their performance - these behaviours can be taught and are transferable.

Developed from a wide range of high-performance environments, including sport, dance and the military, the Mindset Masterclasses and Coaching for High-Performance CPD are built on a well-researched and scientifically evidenced set of skills called the Psychological Characteristics of Developing Excellence or PCDEs for short.

Psychological Characteristics of Developing Excellence (PCDE)

There is a robust evidence base for the importance of psychological characteristics as determinants of both performance and development. As such, the range of psychological factors have been shown to play a key role in the realisation of potential across performance domains from sport to music, dance and education.

The ten PCDEs encompass both the trait characteristics (the tendency to...) and the state-deployed skills (the ability to ...when...) shown to play a crucial role in the realisation of potential – simply, helping young people be as good as they can be. PCDEs are not just the mental skills, such as imagery or goal setting that are a traditional part of a Mental Skills Training (MST), but also include attitudes, emotions, and desires such as commitment that are essential for negotiating the range of challenges in any domain. PCDEs allow young people to optimise development opportunities (e.g. preparing for assessment or entering a skills competition), adapt to setbacks (e.g. slumps in performance), and effectively negotiate key transitions (e.g. demands for increased practice) that young people encounter as they progress.

Simply, PCDEs equip young people with the capacity and competencies to strive to reach their potential, at whatever level that is. Importantly, once established, these skills stay with them as longer-term characteristics of positivity and a proactive approach to challenge.

Commitment

- How well the performer can commit himself to the focus and levels needed for success

Focus & Distraction Control

- Knowing what is important, knowing how to stay concentrating on it, and knowing what to do to both avoid and counter distractions

Realistic Performance Evaluation

- The ability to accurately know what was good and not so good in a performance, plus the willingness to do something about it!

Role Clarity

- I am confident that I know what is needed/expected of me to be optimally effective at the role or job in hand

Self-Regulation

- In the simplest terms, knowing how to and being able to control the effects of pressure so that you can perform

Planning and Self-Organisation

- I can organise myself to perform in any given situation, allowing for all the factors that need to be addressed for optimum performance

Goal Setting and Self Reward

- Planning the steps needed to achieve a given target, organising yourself to recognise and reward the steps needed to achieve the longer-term goal

Quality Practice

- Knowing what to do, and having the motivation to achieve, sufficiently high-quality practice to drive the final outcome

Effective and controllable imagery

- The ability to develop effective images which can be used to structure mental practice of a desired skill or goal

Seeking and using social support

- The ability to build, then make use of, a network of friends, family, teachers or trainers to support progress. Knowing who to ask, when (and when not!) and being able to make use of this advice.

Developed by



GREY MATTERS

Mindset programmes

The programme features Masterclasses for students and apprentices and Coaching for High-Performance CPD for educators with insights from young people and educators across education, industry, sport, music and dance. Each share their experience, practices and lessons to unpack the ten principles of Psychological Characteristics of Developing Excellence (PCDEs) and how these principles can be applied in any domain; college, work and life.



Mindset Masterclasses for students and apprentices

The Mindset Masterclasses are designed for students and apprentices involved in technical and vocational education and training settings. There are ten modules of self-directed learning to help students and apprentices develop the necessary skill set, practise, and confidence in how Psychological Characteristics of Developing Excellence (PCDE) are applied.

How it will benefit students and apprentices

Benefits from the PCDE approach relate to both the learning and eventual execution of a job role. As skills are learned, the PCDEs help to make the best of the learning environment. Once all modules of learning are completed, students and apprentices can use the skills to pursue an ongoing and lifelong development from competence to excellence.

Outcomes of the Mindset Masterclasses

- advanced knowledge, skills, behaviours in a way the educator can measure development and progression
- developed employability skills and an understanding of how the adoption of the PCDE principles can be applied in a 'high pressure' setting
- invaluable transferable skills to apply learning in any domain; college, work and life
- inspiring progression to higher levels of learning and development.

Learning hours

The Mindset Masterclasses are made up of ten core modules to learn the skills, then six scenario-based experiences which provide the opportunity for practise and reflection. Each module and scenario should take up to 30 minutes, making for a total experience of 8 hours of learning. On completion of the programme a certificate will be awarded.

Students and apprentices are encouraged to revisit the masterclasses to reinforce the lessons as they progress in their learning and development.



Coaching for High-Performance CPD for educators

The Coaching for High-Performance CPD for educators will draw on the approaches and methods used by coaches across high performance environments. The CPD offers an opportunity for educators to build on their existing teaching skills whilst providing some focused guidance on how the Psychological Characteristics of Developing Excellence (PCDE) skillset can be taught and developed as a major contribution towards a holistic learner experience.

The CPD for educators' is aimed at those working with students and apprentices in technical and vocational education and training settings and focusses primarily on enhancing teaching skills to promote the development of highly valued employability attributes and behaviours in students and apprentices, enabling them to move from competence to excellence.

How it will benefit educators

The Coaching for High-Performance CPD is designed to provide a range of ideas, practices and tools to build on and take advantage of enhanced teaching skills and assist in the development and application of the PCDEs, a set of skills which underpin the Mindset Masterclasses, as well as contributing towards an educators continuous professional development.

Outcomes of the Coaching for High-Performance CPD

- raise awareness and set goals to adopt cutting edge coaching skills
- guide the implementation of the Mindset Masterclasses for students and apprentices in a post 16 education/ training setting
- demonstrate how the Masterclasses for students and apprentices supports evidence and achievement against inspection frameworks.

Learning hours







The programme consists of nine modules, each taking around 20 minutes to complete totalling 3 hours of learning. We encourage the CPD to be completed in sequential order to fully benefit from the learning and can be revisited to reinforce your practise or assist with problem solving. On completion a certificate is awarded.



WorldSkills UK Skills Development Hub

Our Skills Development Hub tools and resources are designed to support you in your extended teaching practice and to inspire and develop excellence in students and apprentices. Focused upon technical skills and mindset development the resources are easy to access and will support your curriculum delivery within a virtual or physical environment.

Explore our learning resources

<p>Stretch & challenge my learners technical skills</p>	<p>Support my learners become more confident and resilient</p>	<p>Embed competition into curriculum planning & delivery</p>	<p>Learn about global standards of practice from experts in different curriculum areas</p>	<p>Learn how to develop my coaching skills</p>
				
<p>Developing Skills Excellence</p>	<p>Mindset Masterclasses</p>	<p>Embedding Competition Excellence</p>	<p>Centre of Excellence: transferring global best practice video and resource library</p>	<p>Coaching for High-Performance CPD</p>
<p>Resources</p>	<p>Resources</p>	<p>Resources</p>	<p>Resources</p>	<p>Resources</p>
				
<p>Technical Masterclasses</p>				
<p>Resources</p>				