



Mindset Masterclass

Introduction for learners

The Mindset Masterclass is built on the Psychological Characteristics of Developing Excellence or PCDEs for short. Developed as a result of lengthy research with high level performers across a variety of domains, the PCDEs represent the skills needed to maximally benefit from your learning and experiences on the way up, to help you achieve the highest level possible, and to transfer the learning in work and life.

1. Introduction

The Masterclass starts with an introduction to the skillset you will develop, the Psychological Characteristics of Developing Excellence (PCDEs). You will then complete a self-evaluation; 20 quick questions that ask you about your perceived skill level on each of the ten PCDE skills. This gives you the opportunity to reflect on your strengths and areas for development.

Please make sure that you are honest with yourself! Saying what you think other people want to hear will only get in your way later as you proceed through the Masterclasses. Your results on this evaluation might help you decide which modules to start with or, perhaps, which ones can be parked for consideration another day.

2. Knowledge

The Mindset Masterclasses are designed for students and apprentices involved in further and technical education. 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 (PCDEs) are applied.

There are 10 interactive masterclasses which are approximately 15 mins each and six scenario-based assessments which are approximately 10 mins each. So the overall total is 3.5 hours. As you work through this varied content keep trying to see what the skills mean for you.

- can you imagine yourself using them and in what circumstance?
- have you heard of fellow learners facing challenges like the ones that are described?
- if so, do the solutions offered sound sensible?

The main thing is to treat the modules as advice on things you can practically do when you inevitably face different challenges, NOT just as content to be learned for a test and then forgotten.

The masterclasses cover each of the ten Psychological Characteristics of Developing Excellence (PCDEs) using video, text and self-reflection activities.

The Psychological Characteristics of Developing Excellence (PCDEs)

Commitment

How well you can commit to the focus and levels of effort needed for success.

Focus & distraction control

Knowing what is important, knowing how to stay focussed 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 task or activity, plus the willingness to do something about it!

Role clarity

The confidence to know what is needed/expected of you to be optimally effective at the role or job in hand.

Self-regulation

In the simplest terms, being able to control the effects of pressure so that you can perform well.

Planning & self-organisation

The ability to organise yourself to perform in any given situation, allowing for all the factors that need to be addressed for optimum performance.

Goal setting & self-reward

Planning the steps needed to achieve a given target, organising yourself to recognise and reward 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 desired outcome.

Effective & controllable imagery

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

Seeking and using social support

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

3. Summary

The module summarises the masterclasses as a refresher in preparation to complete the scenario challenges. The scenarios will place you in realistic challenge situations.

4. Scenarios

The six scenarios give you the opportunity to practice the skills you have learnt and build your confidence in how they can be combined to address any challenge.

There are no right or wrong answers, so feedback is designed to guide you towards consideration of alternatives. The message here is that there are many different ways a problem can be tackled. A combination of factors, including context and your preferences, help you to decide which is the best combination for you at that time. You might find it useful to return to the knowledge modules as you work your way through the scenarios to refresh and check your understanding.

5. Evaluation and certification

On completion of the Mindset Masterclasses you will be prompted to feedback and evaluate on your experience learning the ten PCDEs. Once complete you will be issued with a digital credential. If you complete this as part of a group activity, you are not eligible for a digital credential.

As a result of the Mindset Masterclass, you will be equipped with the mental skills to complete your journey through your learning programme and then to perform at the top of your game in the world of work. Our aim is to help you move from competence to excellence, making the experience as positive as possible.

The skill set is extremely transferable; you can take the skills developed in a work setting and use them to help you with challenges in your everyday life as well.

