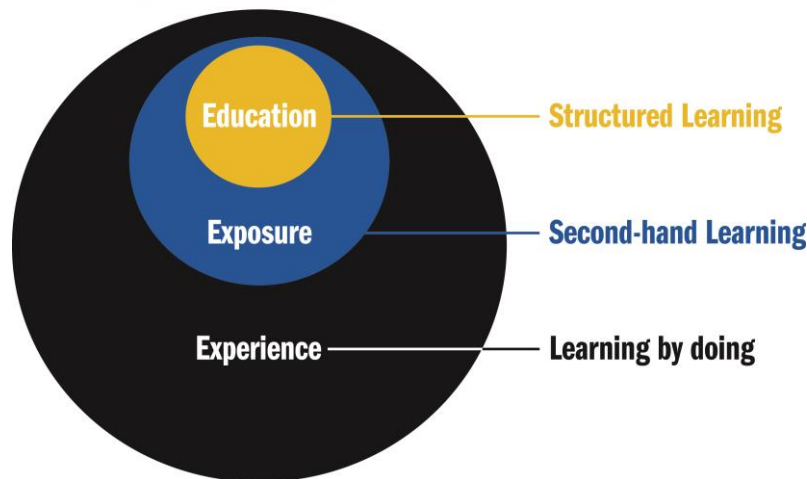


HOW WILL MASTERY BE ACHIEVED?



A person's mastery competence is developed through a combination of **Education**, **Exposure** and **Experience** (EEE). All three components, carried out in multiple and different environments, will move people along their Mastery journey.

Achieving skills and competence: EEEs



Education

Structured learning – roughly 10% of learning and development

Education in a military context is the backbone of competency development.

It includes formal training courses and direct instruction, developing a person's communication, thinking and decision-making skills.

It may be theoretical or practical with a focus on providing people enabling skills and sufficient knowledge to commence a role. This includes military and tertiary education as well as informal training and professional development opportunities, such as short courses and micro-learning.

Exposure

Second-hand learning – roughly 20% of learning and development

Exposure sees the application of education in a real setting. It may be active or passive, with the support of a supervisor, coach or mentor.

This may include secondments and exchanges to observe and leverage the learning of others.

It encourages critical questioning and social learning to more deeply understand the rationale behind decisions and actions.

Experience

Learning by doing – roughly 70% of learning and development

Applying what one has learned in a practical, first-hand way – by doing a job.

This will include Service and Joint roles, exercises and deployments.

There is a strong focus on reflecting on the outcomes and results of one's decisions.