

DOMAINS OF EXPERTISE
FOR
PARTICIPATORY FIRMS

RYSZARD STOCKI
PONTIFICAL UNIVERSITY OF JOHN PAUL II

LEVELS OF EXPERTISE

Beginner

He looks at the master and the apprentices and admires them. This is not the same as a novice who thinks that what the master and apprentices do is very simple and anyone stupid can do it. To appreciate craftsmanship, you need to know something.

Novice

learns rules, procedures and standard ways of doing something. Performs simple routine work. He learns how to do the "right" thing and follows the example of his elders and betters, spending most of his time practicing (exercising).

Apprentice

acts in accordance with the standards and conventions of his profession. Able to perform his/her job satisfactorily and competently. ... can perform most works in accordance with applicable standards.

Master

goes beyond mere competence. Able to apply skills in new, complex situations. Flexibility and creativity are important to him. Sometimes he handles non-standard tasks. He has the right to teach the craft to others.

Expert

operates with greater awareness in changing and unprecedented conditions with a clear sense of purpose. He is able to bring something completely new to the needs of his time. An artist does more than perform work

DOMAINS OF EXPERTISE IN PARTICIPATORY ORGANISATIONS

Main value	Expertise in	Label	In participatory firms	What they bring
Human dignity	Respect for others	Human	Obligatory	Culture
Community	Self-criticism	Colleague	Obligatory	Friendship
Empathy	Listening Learning	Businessman	Obligatory	Loyal customers
Time	Management	Manager	Obligatory	Productivity
Tolerance	Humility	Change leader	When change is needed	Hope
Competence	A specific domain	Specialist	Recommended	Know-how

DOMAINS OF EXPERTISE AND GENERATIONS

Values	Expertise in	Label	Baby boomers	Generation Z
Human dignity	Respect for others	Human	✓	✗
Community	Self-criticism	Colleague	✓	✗/✓
Empathy	Listening Learning	Businessman	✓	✗
Time	Management	Manager	✗	✓
Tolerance	Humility	Change leader	✗	✓
Competence	A specific domain	Specialist	✓	✓

REFERENCES

Scobanka, Z. E. (2016). Generation Z. *Acta Technologica Dubnicae* 6(2), 63-76

Scott, S. J. (2016). *Novice to expert. 6 steps to learn anything, increase your knowledge and master new skills.* Oldtown Publishing LLC.

Ericsson, A., & Pool, R. (2016). *Peak: Secrets from the new science of expertise.* Houghton Mifflin Harcourt.

Stocki, R. & Hough, P. (2015). CoopIndex: Human dignity as the essence of Co-operative Values and Principles. *Journal of Co-operative Accounting and Reporting* 4(1), 79-104.