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Flight Instructor Professionalism

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Professionalism

SAFETY-QUALITY-PROFESSIONALISM

Kenneth Byrnes PhD



EMBRY-RIDDLE
Aeronautical University
DAYTONA BEACH, FLORIDA
FLIGHT DEPARTMENT

We don't train pilots....

- See metadata page for the [*We don't train pilots... video.*](#)

...we train decision makers that also know how to fly.

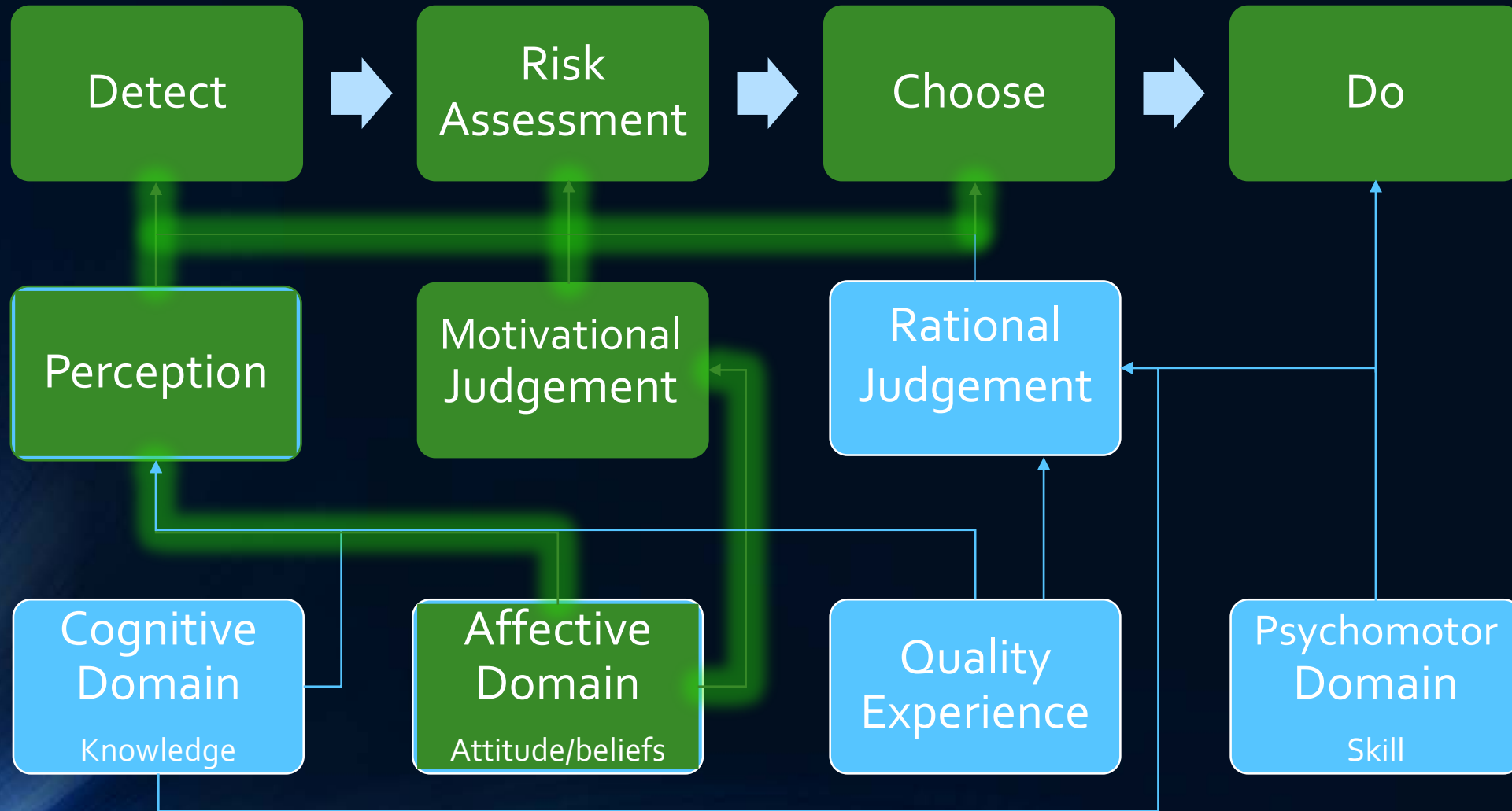
....We train Master Aviators

- Four major components to being a master aviator:
 1. High level of knowledge (cognitive domain)
 2. Exceptional psychomotor skills (psychomotor domain)
 3. The right mindset/character (affective domain)
 4. Quality experience



Aeronautical Decision Making

Affective Domain



Affective Domain

- The manner in which we deal with things emotionally, such as feelings, values, appreciation, enthusiasms, motivations, and attitudes.
- Difficult to measure
- Least understood
- Most Important



The Affective Domain - Receiving





Colgan 3407



FAA Administrator's Initial Comments

- "extreme need to refocus on professionalism"
- "We need strong professionals to step forward and become mentors"

Professionalism Defined

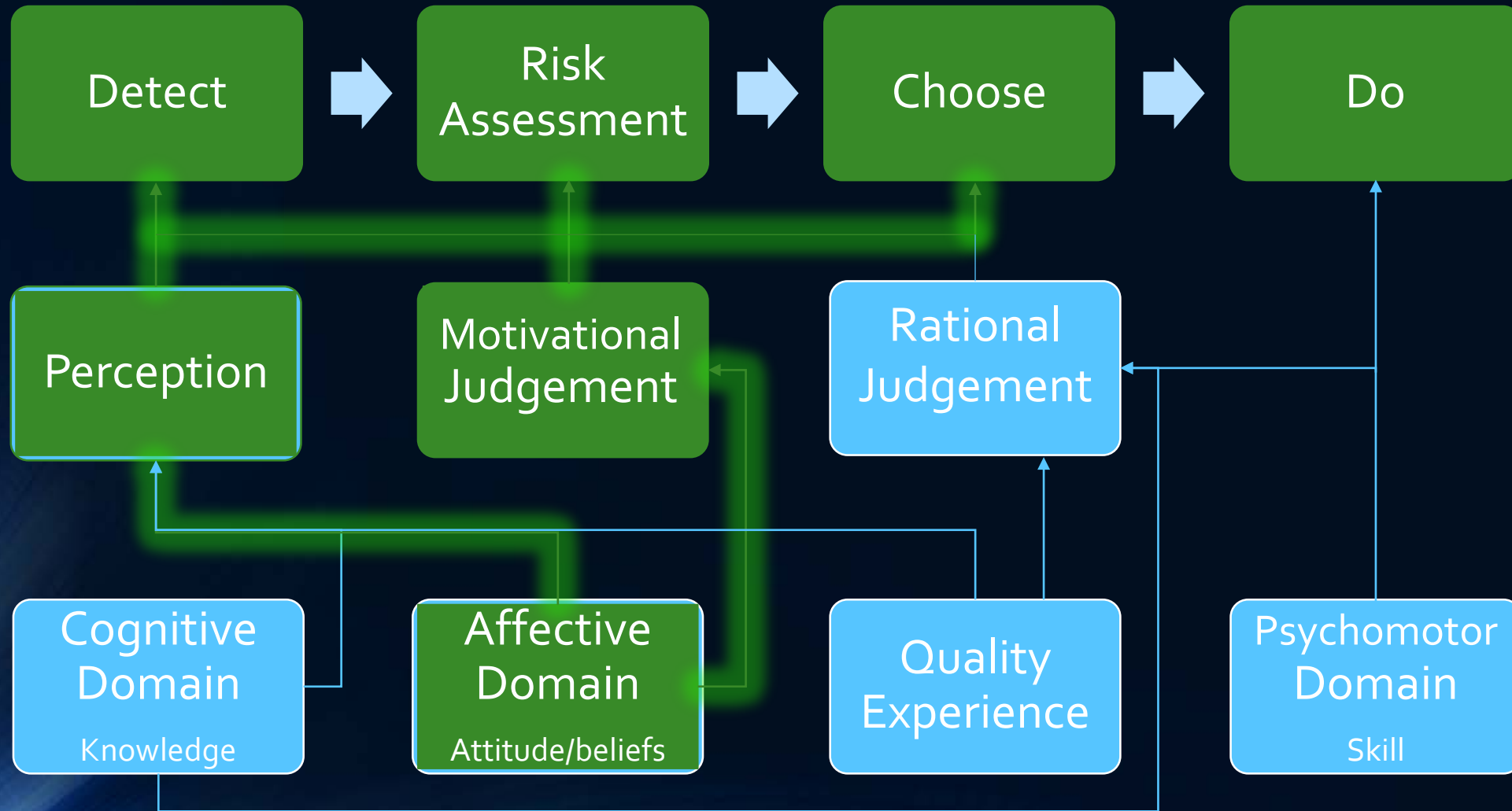
Professionalism is implied by:

1. Personal and technical competence
 2. The neatness/attractiveness of the work environment and/or personal appearance and dress.
 3. The manner in which communication occurs and/or business affairs are conducted (conduct)
-
- Tangible
- Intangible

AFFECTIVE DOMAIN

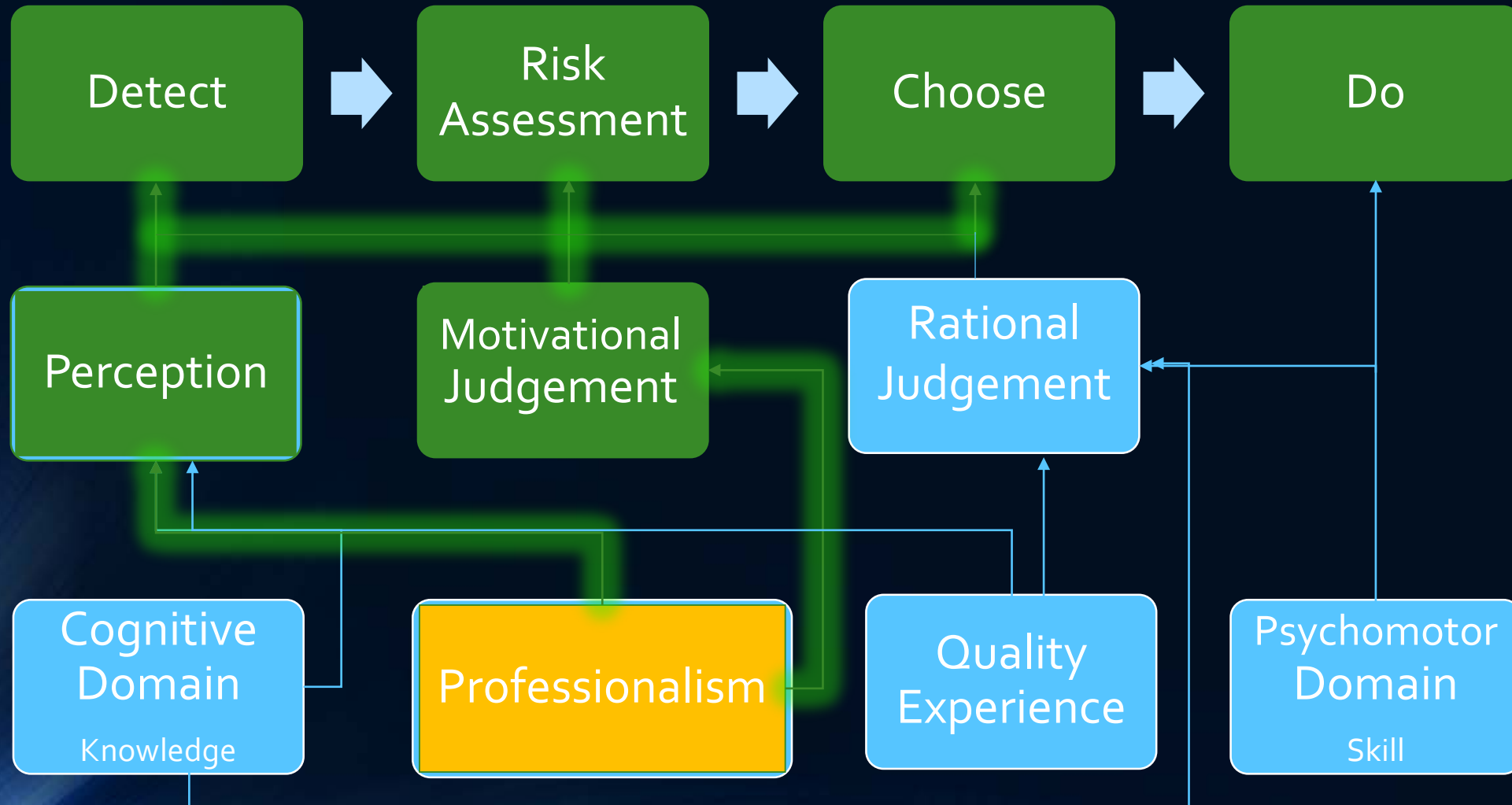
Aeronautical Decision Making

Affective Domain



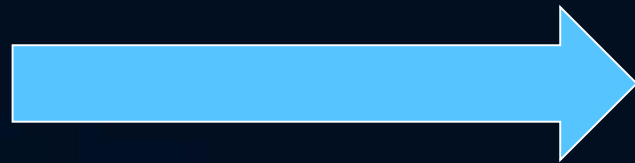
Aeronautical Decision Making

Affective Domain

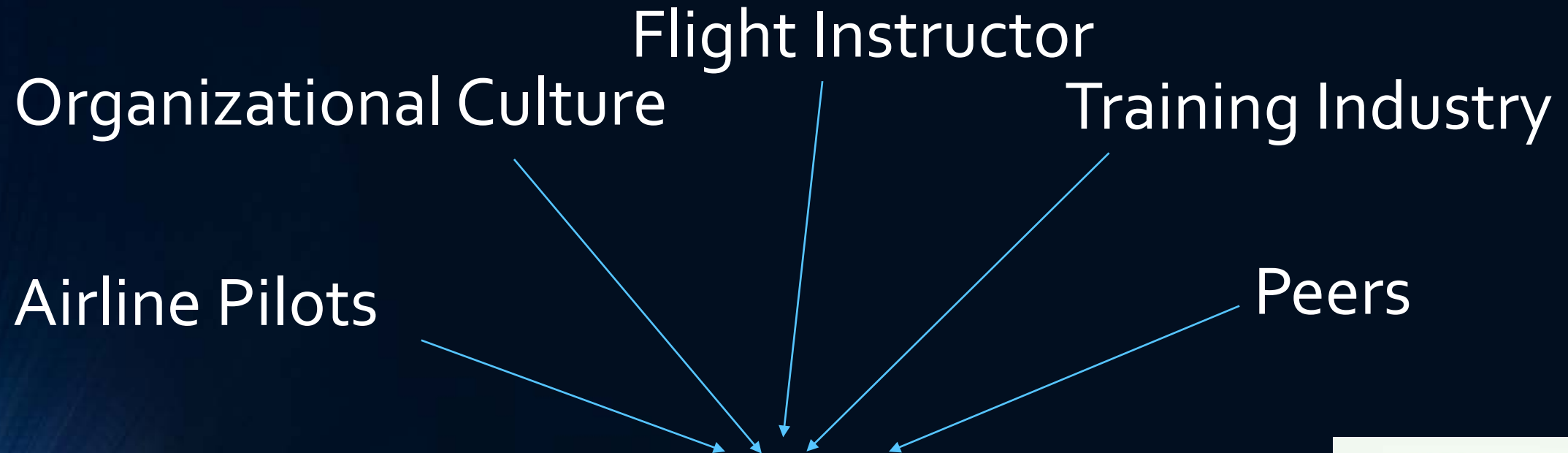


Professional Development

How do we mold today's student pilot into tomorrow's aviation professional?



Who has the most influence in the development of professionalism?



Professional Influence - Levels of Professionalism



Entrenched Professional



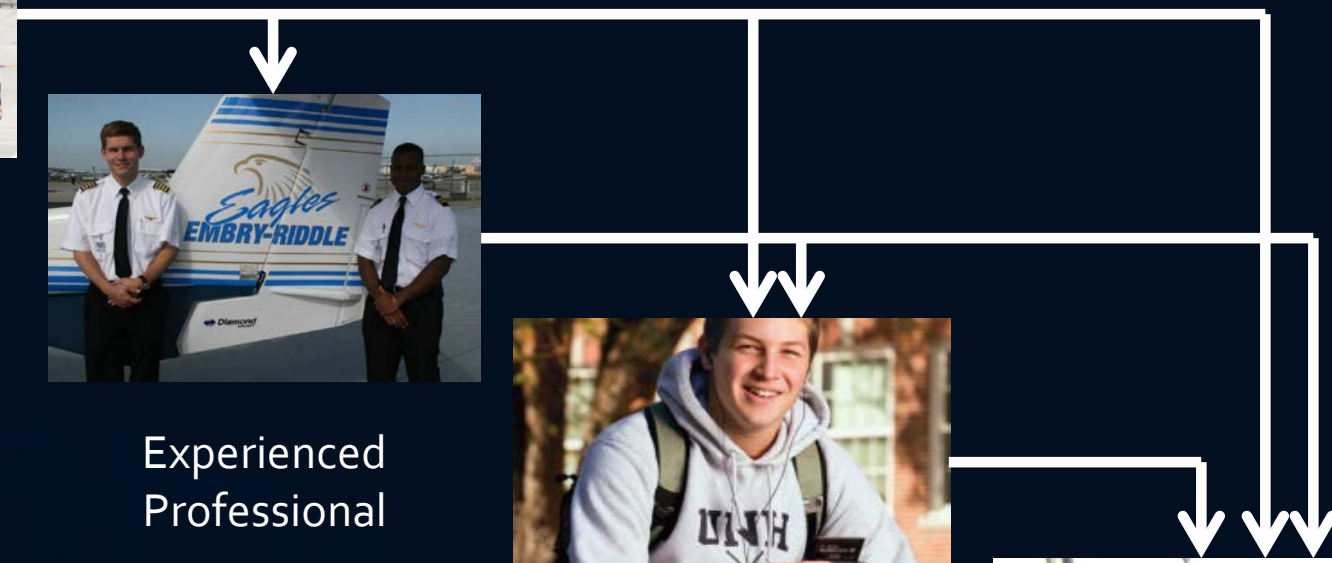
Experienced Professional



Young Professional

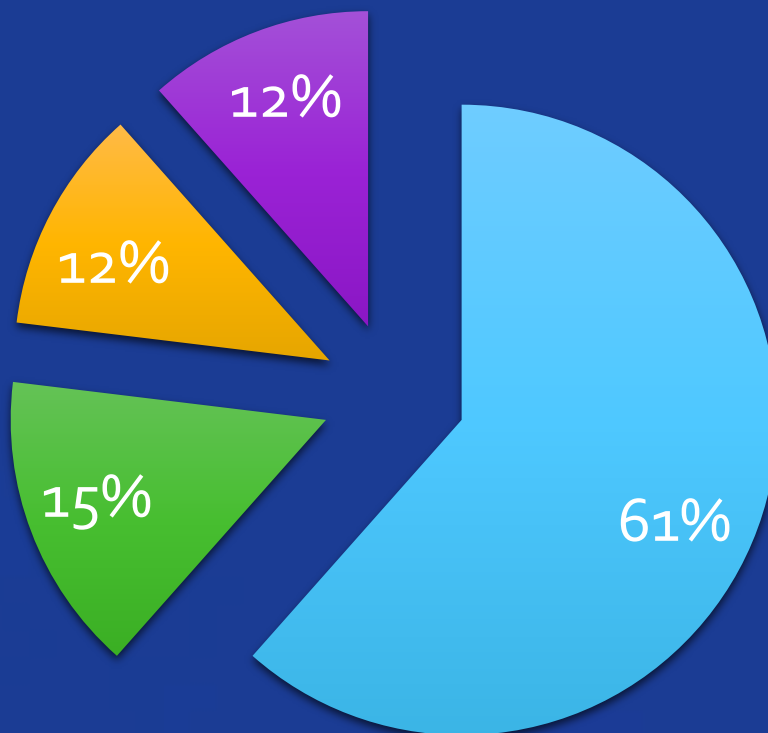


Future Professional



Motivation to Become a Pilot

My first role model in aviation was:



- A professional Airline Pilot/Military Aviator
- My Flight Instructor
- A private pilot
- A parent

Professional Influence - Levels of Professionalism



Entrenched Professional



Experienced Professional



Young Professional



Future Professional

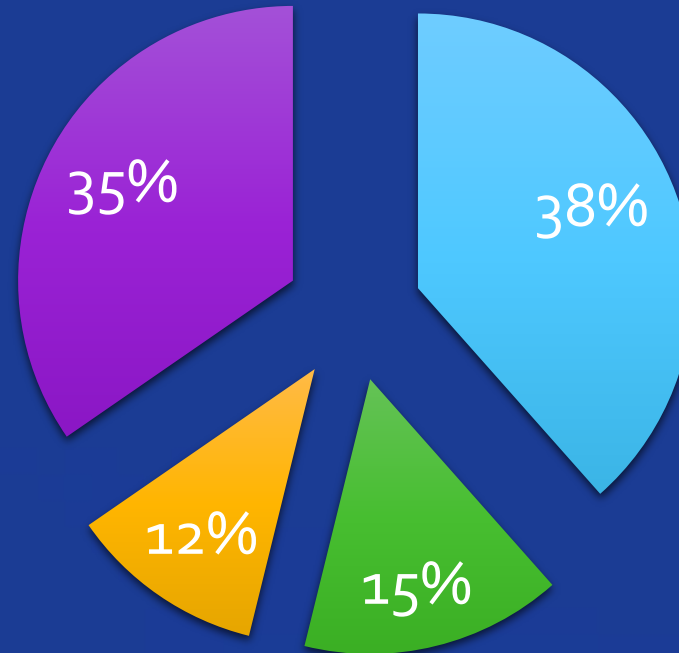
61%



Motivation to Become a Pilot

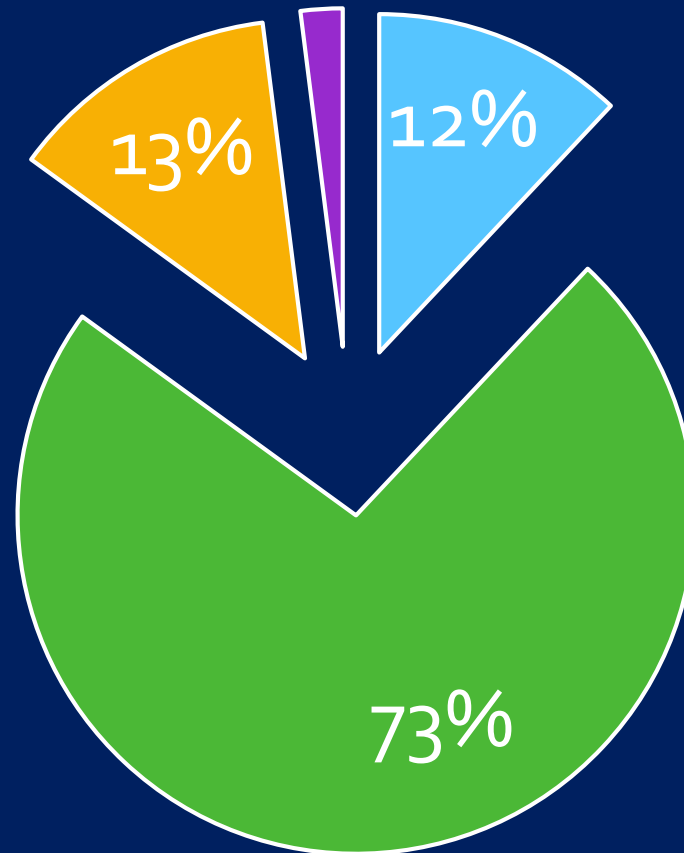


I have been interested in pursuing an aviation career since:



- Before elementary school
- Elementary school
- Middle school
- High school

I learned the expectations of aviation professionals from:



Organizational Values

My Flight Instructor/ Professor

A professional Airline Pilot/ Military Aviator

Other

Professional Influence - Levels of Professionalism



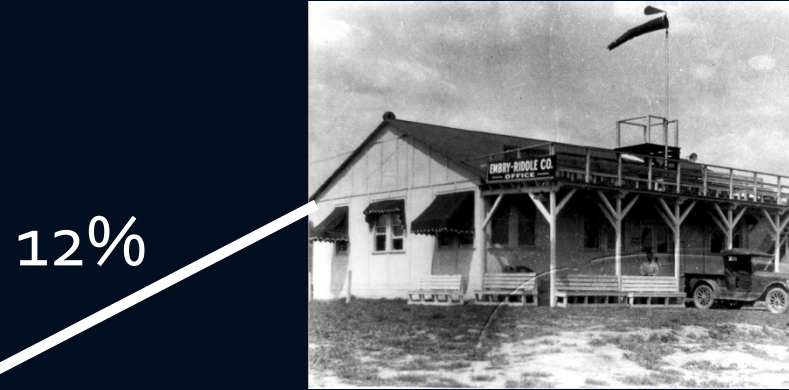
Entrenched Professional



Experienced Professional



Young Professional

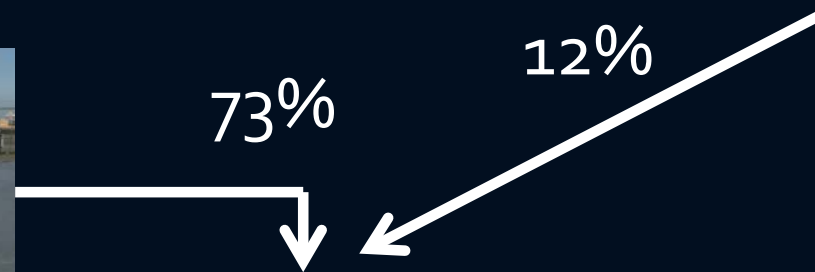


12%



Future Professional

73%



Where does pilot professionalism begin?

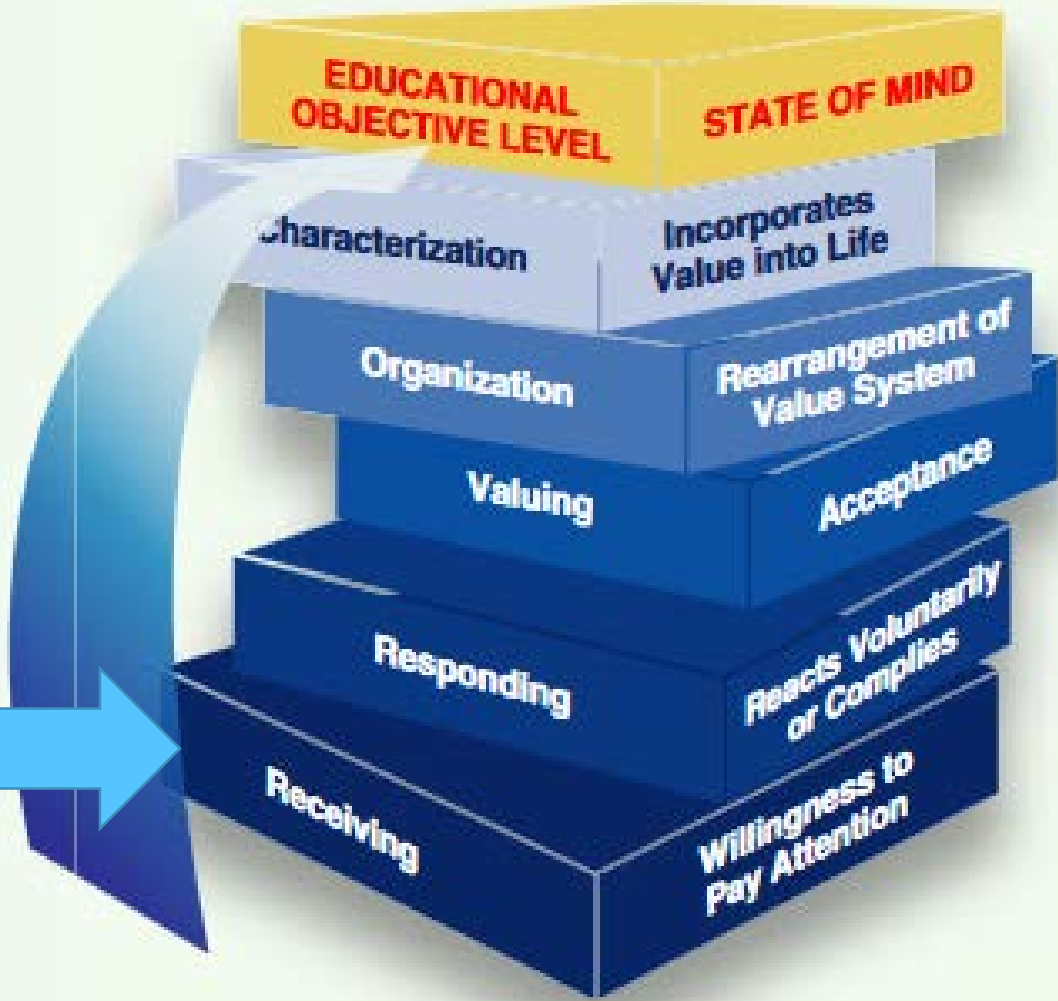
Education and Training

This is where a student begins to identify with his/her profession and takes on some of the personal attributes associated with it.





Professionalism



Organizational Professional Expectations

IP CODE OF CONDUCT



ABOVE ALL ELSE, SAFETY IS ALWAYS OUR NUMBER ONE PRIORITY

PROJECT A PROFESSIONAL APPEARANCE AND ATTITUDE

ACCEPT ALL TYPES OF STUDENTS REGARDLESS OF THEIR DIFFERENCES

KEEP INFORMATION CONCERNING STUDENTS CONFIDENTIAL

FOSTER AN OPEN LINE OF COMMUNICATION WITH YOUR STUDENTS AND MANAGER

CONVEY A POSITIVE ATTITUDE TOWARDS ALL TRAINING ACTIVITIES

ADDRESS STUDENT CONCERNS IN A TIMELY AND PROPER MANNER

TAKE PRIDE IN YOUR STUDENTS' ACCOMPLISHMENTS

BE A MENTOR TO YOUR STUDENTS

TREAT EACH STUDENT WITH HONESTY AND INTEGRITY

RECOGNIZE THE GREAT RESPONSIBILITY YOU HAVE AS A FLIGHT INSTRUCTOR

REMEMBER THAT THE KNOWLEDGE YOU IMPART ON YOUR STUDENTS WILL REMAIN WITH THEM THE REST OF THEIR FLYING CAREERS

Professional Pilot Code of Ethics

- Professional Pilots value the safety of themselves and those they fly with at all times!
- Professional Pilots are prepared for every flight and make the most of every hour spent in the air, in the simulator, or in oral preparation!
- Professional Pilots are on time to every activity!
- Professional Pilots dress appropriately for every flight activity!
- Professional Pilots exemplify self-discipline and exercise sound judgment at all times!
- Professional Pilots never mix alcohol and aviation or driving and never use illegal substances.
- Professional pilots treat everyone with dignity and respect.
- Professional Pilots adhere to the ERAU student honor code, ERAU flight rules, and FAA regulations.
- Professional Pilots love to fly and have fun doing it!
- Professional Pilots are the only kind of pilots that fly at Embry-Riddle Aeronautical University!

***Embry Riddle is not a Flight School!!!!!!
We Educate and Train Professional Pilots to Industry Standards!!***

Developed a Robust Training Program

- See the metadata page for the [*Robust Training Program video*](#).

What Attributes Makeup Instructor Professionalism (conduct)?

- Professionalism Survey Developed
- Data Analysis suggested 4 attributes:
 1. Respect (.85)
 2. Altruism (.822)
 3. Instructor Leadership (.753)
 4. Responsibility (.745)

Instructor Respect

- Acceptance of constructive criticism
- They treat others with respect regardless of social standing or abilities
- They are respectful of others that come from different backgrounds
- They are diplomatic when expressing ideas and opinions
- They use appropriate names and titles

Instructor Altruism

- Act as a good mentor and role model for their students
- A desire to exceed their managers expectations
- A belief that their role is critical in the development of their students decision making skills.

Instructor Leadership

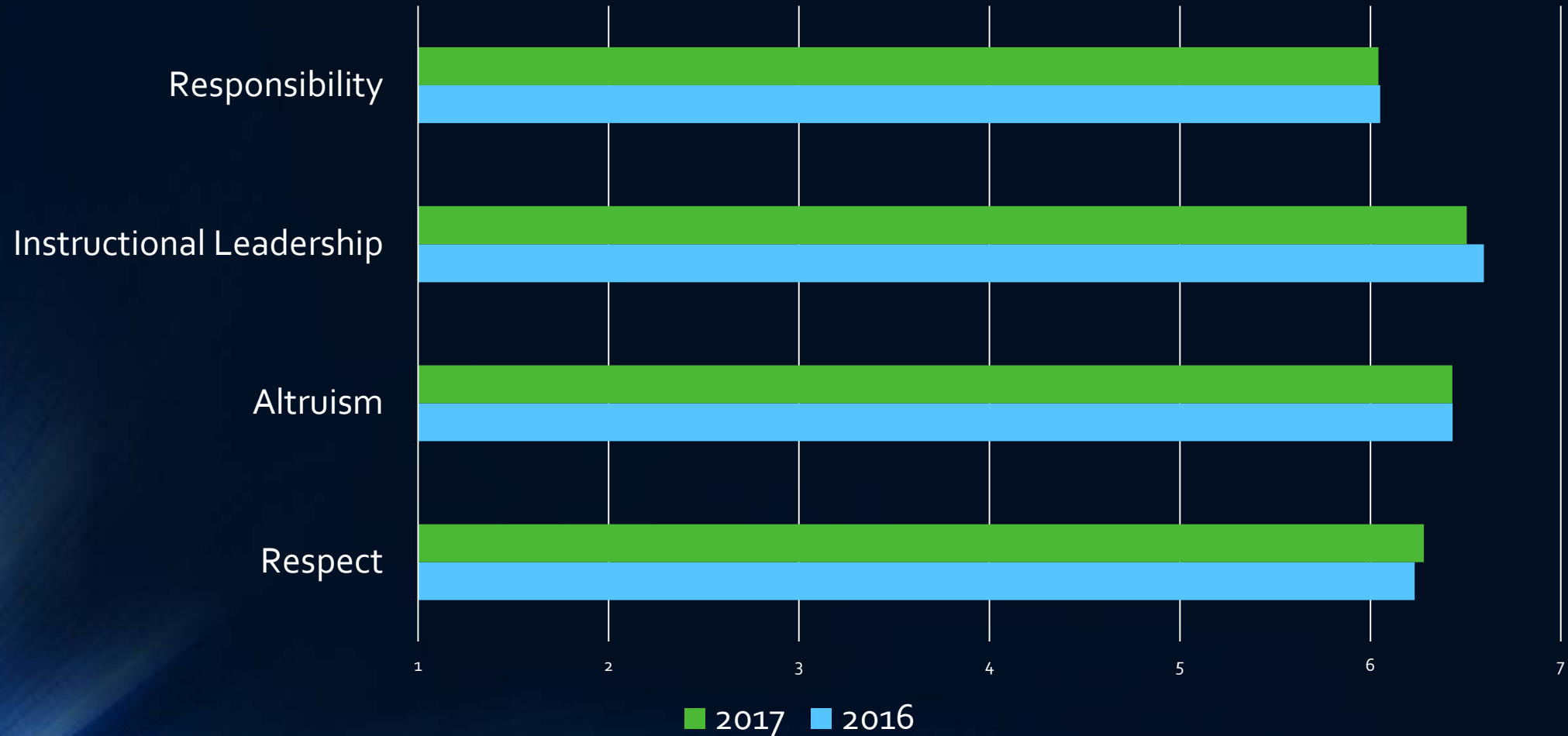
- A desire to exceed the expectations of their students
- They feel that providing quality flight instruction is important
- A commitment to helping students complete their flight training
- They follow through with their instructor responsibilities

Instructor Responsibility

- They accept the consequences when they do not follow through with their responsibilities
- They are always on time for their activities
- If they will be late, they contact their students at the earliest possible time to inform them.
- They are fully prepared for every training activity

Annual Professionalism (Conduct) Measure

Instructor Pilot Professionalism Values



Conclusions

- The affective domain influences motivational judgment and perception.
- Professionalism is in the affective domain.
- Entrenched professionals inspire future professionals to join the pilot workforce.
- Flight instructors have the most influence on the development of professionalism (73%).
- Aviation training organizations also influence the development of professionalism (12%).
- We now have a method to measure flight instructor professionalism.
- The four attributes of Instructor professionalism are respect, altruism, leadership, and responsibility.
- Aviation training organizations must focus on instructor professionalism to ensure future pilots are provided solid values of professionalism.
- Age and Flight hours do not impact flight instructor professionalism



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