



SYMBIOTICS

EATS 2024

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SYMBIOTICS

FINDING THE PERFECT MATCH

CBTA IN SELECTING INSTRUCTORS

WITH THE RIGHT TRAITS

WHY INSTRUCTORS MATTER

- ✈️ Poor instruction and unstructured training contribute **significantly to dropout rates** (as high as 80%)

(“The Flight Training Experience: A survey of students, pilots, and instructors,” 2010, APCO Insight for AOPA)

- ✈️ Flight instructors' attitudes towards students/pilots are an important factor in the **quality of the training**

(„Attributes of an Effective Flight Instructor in a University Aviation Degree Programme” , J.M. Murray, 2004)

- ✈️ Training **outcomes** are determined by the instructor's or check and training captain's **values, skills and knowledge (particularly about learning and instruction)**

(„Quality Training and Learning in Aviation: Problems of Alignment“, Moore, P., Lehrer, H., & Telfer, R. (2001))



WHY CBTA FOR INSTRUCTORS MATTERS

- ✈ Evaluation of an instructor's ability to handle **complex teaching scenarios, motivate students**, and guide them through **challenging situations**.

(Boeing, "CBTA Learner Solutions: Enhancing Pilot and Instructor Training with Competency-Based Approaches," 2023)

- ✈ Organisations using CBTA have seen a **15% increase in pilot pass rates** due to improved **instructor selection and training**.

(*"How CAE is becoming a CBTA Training Organization"*, 2023)

- ✈ Many training organisations have reported a **30% improvement in student retention rates** after adopting CBTA for instructors.

(*„Competency Assessment and Evaluation for Pilots, Instructors and Evaluators Guidance Material"*, 2024)

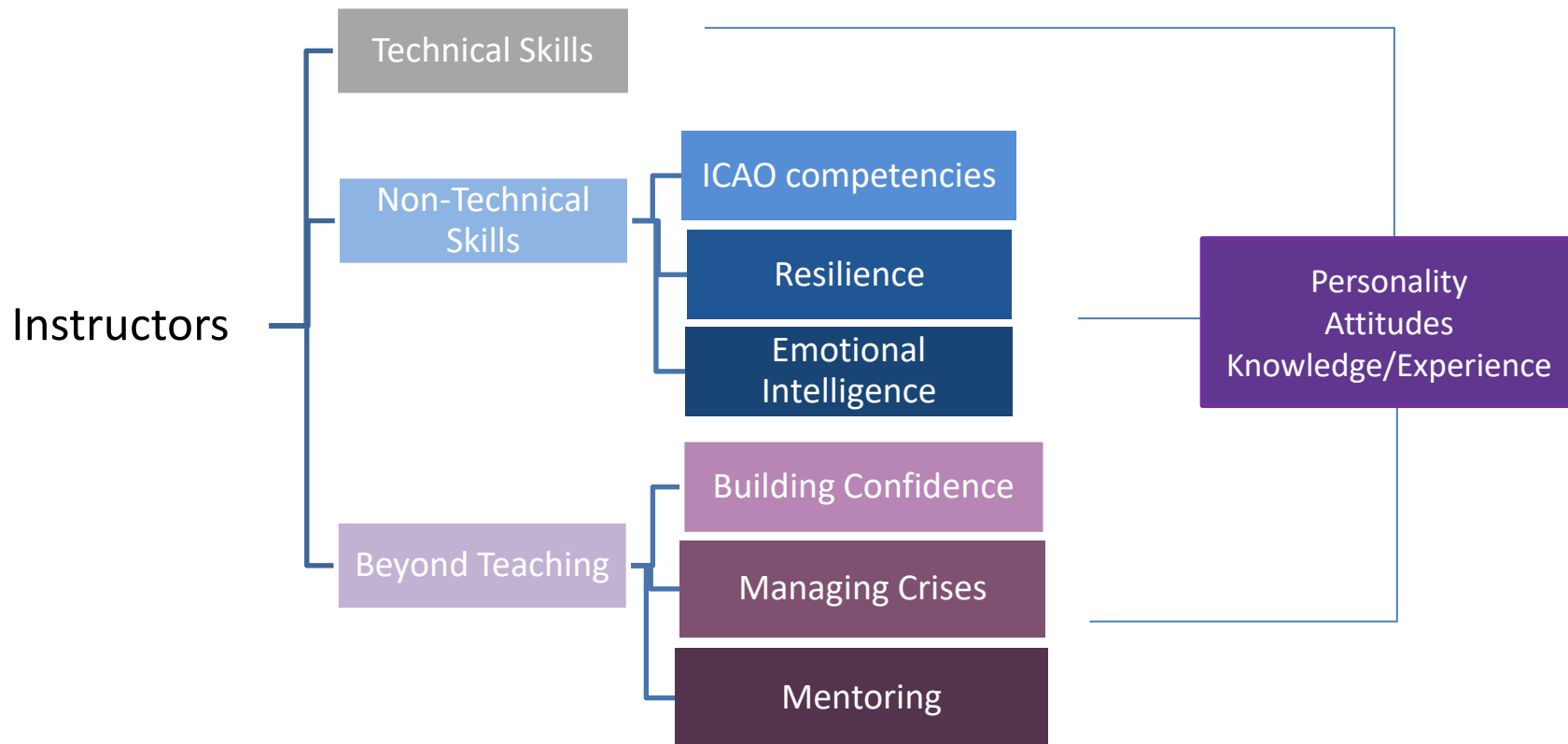


DIFFERENT PERSPECTIVE OF CBTA FOR INSTRUCTORS

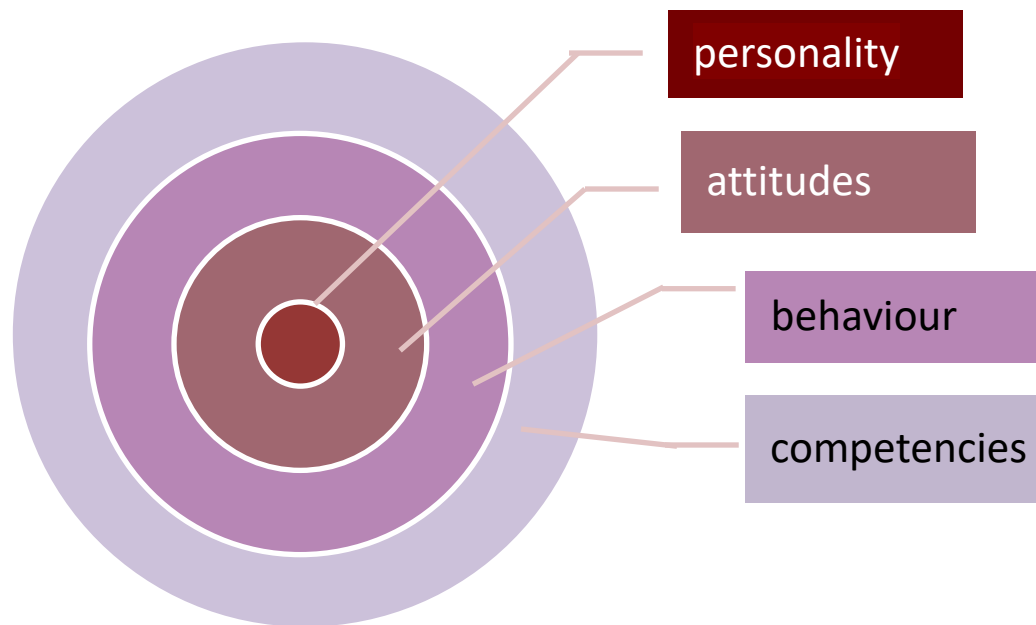
DIFFERENT PERSPECTIVE OF
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INSTRUCTORS - CRITICAL ATTRIBUTES



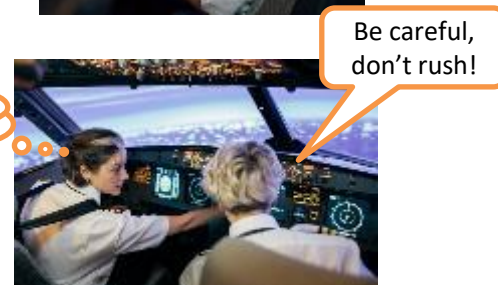
COMPETENCIES SOURCE



What if I
mess this
up....



Am I doing
something wrong?



Be careful,
don't rush!

Maybe I don't
do well

COMPETENCIES SOURCE

- ✈ **Decision-Making:** Flexibility, Pressure Management, Low Anxiety
- ✈ **Communication:** Emotional Intelligence, Sociability, Extraversion, Trustworthiness
- ✈ **Leadership and Teamwork:** Confidence, Motivation, Low Anxiety, Emotional Intelligence
- ✈ **Adaptability:** Conscientiousness, Safety Culture, Trustworthiness, Low Anxiety



SYMBIOTICS ANALYSIS

- ✈️ Analysis of instructors profiles
- ✈️ **APQ Personality Test (ADAPT)**
- ✈️ Traits, competencies
- ✈️ Significant patterns, correlations
- ✈️ Enhance the effectiveness of the tool for choosing the best candidates for instructor positions



SYMBIOTICS ANALYSIS

HIGH SCORES – KEY TRAITS

- ✈ The average score for **Emotional Intelligence** – 4.5 out of 5
- ✈ The average score for **Adaptability & Motivation**— 4.6 out of 5
- ✈ The average score for **Conscientiousness** is 4.24 out of 5

LOW SCORES - PATTERNS

- ✈ Low **Sociability** (below 3) is often accompanied by lower **Trustworthiness** scores (average of 5.06)
- ✈ Instructors with high **Anxiety** (above 6) tend to score lower in **Invulnerability** (average of 4.5).
- ✈ Low **Conscientiousness** scores (below 3.5) correlate with lower scores in **Safety Culture** (average of 4.5)



KEY CHALLENGES



THANK YOU –
ANY QUESTIONS?



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