Blinded by insight: Self Assessment and its Role in Performance Improvement

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What do these things have in common?

Running a triathlon
Writing a prescription
Driving a car
Offering an opinion on your friend’s haircut
Almost every article on self-assessment begins with the same basic sentence:

Almost every model of continuing competence includes the same basic concept:

“The ability to self-assess is a cornerstone of professional self-regulation”
The self-assessment literature

• Hundreds of articles
• Many literature reviews
• One conclusion

Self-assessment is awful
Figure 1. Mean score on licensing examination of McMaster graduates 1981–2008.
*Note:* Fitted lines are from regression analysis in Table 1.
Kruger and Dunning (1999)


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