

# Driving Safety Through Professionalism

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# Professionalism as an Action

A professional pilot possesses the physical, mental, and emotional attributes to do the right thing... because it is the right thing to do.

# Pilot Selection and Recruiting

- Flight time is often equated to experience
- But experience does not always equal expertise

*Quality of experience is more important than quantity of time*

- Successful training starts with successful hiring



# Training and Measuring

Professionalism is often divided into:



**Hard skills:** flying the aircraft



**Soft skills:** attitude, judgment,  
leadership ability

# Training and Measuring (cont'd)

- Hard skills are trained and measured using company and FAA standards (PTS; 8900.1)
- Some soft skills can be trained using CRM, TEM, and leadership programs, but measuring tools do not exist for every quality
- The line between hard and soft skills is not well defined

*The challenge is to remember that we train pilots... but we hire people*

# Specific Training Considerations

- Balancing use of automation with maintaining fundamental pilot skills
- Programs such as AQP have the potential to train and measure professionalism by using data from safety programs
- Soft skills are better trained in the context of the actual environment that they are being measured