

## **ACE Quick Guide to Relating Theory to Practice**

#### Introduction

**Theory** allows specific **issues**, **situations**, or **experiences** to be **classified** in terms of a **broader underlying framework**, model or set of principles. This in turn may prompt **new insights** into the specific case.

**Practice** often refers to **professional** or **academic experiences**, but other aspects of **personal experience** may also be relevant.

Academic assignments often require **connections** to be made between theory and practice. Commonly, the focus will be on **using theory** to **justify** or better **understand practice**. Alternatively, practical experience may be used to comment on the **strengths** and **limitations** of a particular theory.

# When Relating Theory to Practice in Your Degree Apprenticeship you should...



**Demonstrate** clear links between your experiences and the theories, models and concepts studied on the course.



**Indicate** how your practical experiences assist you in understanding these theories, models, and concepts.



**Explore** whether your observations are consistent with what the theories and models suggest. Does your experience challenge or negate these concepts?



**Analyse** the discrepancy between theory and practice if your experience is quite different. Why does your practice contradict established theory?

What does this mean in a practical setting?



### **How to Relate Theory to Practice**

At the most basic level, theory should be used to support choices made in your professional practice. You can see this in the example below:

Company x's project teams were established on an opt-in basis following the idealistic model (Smith, 2021), where members were encouraged by the clear goals and knowledge of the skill sets needed.

Professional practice is shown to align with recent research in the field.

Theory is reinforced by a **specific example** of practice according with it in an exact and detailed way.

(Adapted from RMIT University, 2021)

## **Progressing to Analysis and Evaluation**

After introducing relevant, well-chosen models, concepts and ideas to justify workplace decisions it is crucial to then analyse and evaluate the success of both theory and practice. Below are some example sentence starters to help you do this:

Considering alternative perspectives/ theories/ experiences

Singh (2023), however, explores the potential drawbacks of this model, including...

Discussing limitations, challenges, "to what extent" the model can be applied in the workplace context

While Smith (2021)'s approach yielded several benefits, the author neglects to consider the specific organisational culture of Company x, which...

Using additional sources or evidence to back up the claim

Furthermore, as Rodriguez (2022) demonstrates...

Providing insight into how things could be improved

Following Hoffmann et al. (2019), Organisation x could also...



## **Top tips for Relating Theory to Practice**



Always think "what purpose does this theory serve in my paragraph?"



Think about how different theories link to one another and can be used to build your argument, engaging in comparative analysis.



Reinforce or challenge theory by using specific, detailed and meaningful examples from your own practice.



Always be critical about the theory **and** your practice!

#### **Reference List**

RMIT University (2021) *Body*. Available at: <a href="https://emedia.rmit.edu.au/learninglab/content/body-0">https://emedia.rmit.edu.au/learninglab/content/body-0</a> (Accessed: 10 January 2024).

#### **Additional Resources**

The ACE Quick Guide to Evaluating Sources and Reading Critically offers additional guidance on assessing the strengths and limitations of scholarly resources in relation to your own professional practice.

The ACE Quick Guide to Use of Sources includes an in-depth guide to synthesising source material into an academic argument and contains a phrase bank for engaging with scholarly ideas.



