



**Take Aways**

You can make yourself into any number of things, and you can make yourself great.

Anything is an improvable skill.

What is Your mastery skill?

**About**

Article and References

- The Expert on Experts
- Expert Performance and Deliberate Practice
- Innate Talents - Reality or Myth?

by Don Campbell, Expand2Web.com

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**What is "Greatness?"**

Greatness = an innate ability to do some specific activity especially well.

Great Performers

- Tiger Woods
- Michael Jordan
- Bobby Fisher
- Vladimir Horowitz
- Jerry Rice
- Warren Buffett

**What The Research Shows**

Targeted natural gifts?

They don't exist

You are not wired from birth to be a chess grand master or CEO

There is no evidence of high-level performance without experience or practice.

Many prodigies do not go on to greatness in their early field, while great performers include many who did not show early aptitude.

The ten-year rule.

**The Question:**

Why do some people work for decades without approaching greatness or getting significantly better?

Most people learn quickly at first, then more slowly, then stop learning.

Why do some people continue to improve?

**A Formula for Perfect Practice**

- 1) Approach each critical task with an explicit goal of getting much better at it
- 2) As you do the task, focus on what's happening and why you are doing it the way you are
- 3) After the task, get feedback on your performance from multiple sources. Make changes in your behavior as necessary.
- 4) Continually build mental models of your situation-your industry, your company, your career. Enlarge the models to encompass more factors.
- 5) Do those steps regularly, not sporadically. Occasional practice does not work.

Great book on Mental Models - The Power of Impossible Thinking

**The Answer: Deliberate practice**

Explicitly intended to improve performance

Reaches for objectives beyond one's level of competence

An activity that...

- Provides feedback on results
- Involves high levels of repetition

Example

Hitting an eight-iron 300 times with a goal of leaving the ball within 20 feet of the pin 80% of the time, continually observing results and making appropriate adjustments, and doing that for hours every day.

More deliberate practice = better performance. Tons of it = great performance.

The best people in any field are those who devote the most hours to what researchers call "deliberate practice"