

PEAK

Secrets From the New Science of Expertise

ANDERS ERICSSON and ROBERT POOL

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MAIN IDEA

Is there such a thing as innate genius – something that you're just born with the talent to excel at?

Contrary to popular belief, performance scientists have shown it's never natural talent that will make you good at something. The things you eventually become great at – maybe even world class at doing – are not locked in your DNA at birth. Instead, it all comes down to the hours of "deliberate practice" you put in to become skilled in that field – which means ANYONE can do it if they pay the price.

Deliberate

Practice

The essence of deliberate practice is you look at what the best do and focus on a specific skill they use. To develop that skill yourself, you then start monitoring your performance in that area closely so you can notice improvements as they happen. You get with a coach who can identify your weak spots and describe how the best performers think. Based on those suggestions, you go away and try it for yourself, get immediate feedback and keep iterating until you can perform at a high level of competency.

The key to peak performance in any field is not what's in your DNA. Instead, it's what's unlocked by the price you pay in hour after hour of deliberate practice. The human potential really is limited only by what we are willing to pay the price to achieve.

"There's no such thing as a predefined ability. The brain is adaptable, and training can create skill that did not exist before. Learning isn't a way of reaching one's potential but rather a way of developing it. We can create our own potential. Deliberate practice is the most powerful approach to learning that has yet been discovered."

– Anders Ericsson and Robert Pool

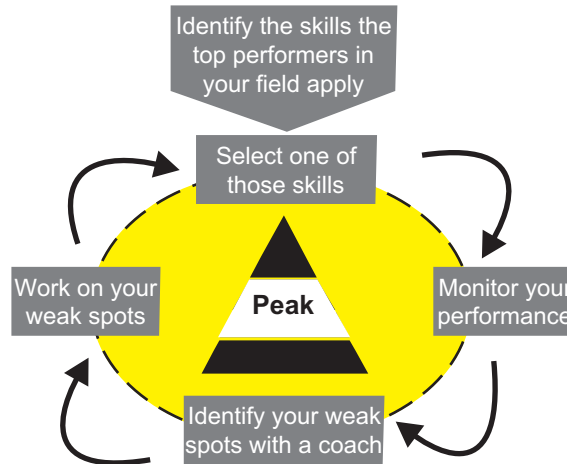
Deliberate
Practice

1. What exactly is deliberate practice? Pages 2 - 3

Deliberate practice is where you pay the price to become great at your chosen skill. You move outside your comfort zone based on your present level of skill and push towards becoming an elite performer. You know where you need to head and you then put in the hard work required to improve and become an expert in your field. Deliberate practice is what you do to become great.

2. How to use deliberate practice at work Pages 4 - 5

To get the people in your workplace to improve their performance levels, you can and should use deliberate practice based training. Push people out of their comfort zone by identifying the top performers in your field and clarify the skills required to perform at that top level. You then set the deliberate practice cycle going:



3. The road to becoming extraordinary at anything Pages 6 - 8

The good thing about deliberate practice is you don't have to be a high powered organization to make it work. Deliberate practice is for everyone who dreams of becoming good at anything. It's a training approach which allows people to take control of their lives, create their own potential and shoot for the stars.

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