



## ENABLE EXERCISE #31

### 10,000 Hours to Unconscious Competence

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In a 2006 book co-edited by Anders Ericsson called “The Cambridge Handbook of Expertise and Expert Performance”, the authors conclude that great performance comes mostly from two things: Regularly obtaining concrete and constructive feedback and deliberate practice with difficult tasks. As it turns out, expert performance requires about 10,000 hours of deliberate practice.

#### DIRECTIONS

- 1) Think about your personal or professional goal and calculate how many hours you have put into achieving it: \_\_\_\_\_.
  
- 2) Reflect on how you can increase these hours and what you can do to improve your skill and ability:
  
- 3) Plan how you can achieve this?
  
- 4) What support, if any, do you need from anyone else?
  
- 5) What resources do you need?
  
- 6) What has stopped you from doing this?
  
- 7) If any challenges or barriers come up what can you do to overcome this?