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## The 4 Phases of Learning



### 1. Unconscious Incompetency

And ego state whereby you **'don't know'** that you don't know what you're doing. If you do not become consciously aware of being in this state, you will fail one too many times, and usually quit.

### 2. Conscious Incompetency

A conscious state whereby, usually through failure, **you now realise that you don't know**, and because you don't know what it is you don't know, you commit to a course of action to learn.

### 3. Conscious Competency

The next conscious level whereby you have now learned what you didn't know. You now know, and are beginning to see the results of that knowing. You are now qualified to begin teaching.

### 4. Unconscious Competency

You know - you know that you know - and you now know **why**. This state of being is reserved for those who practise the 'basic fundamentals' over and over again until they reach a point of not having to consciously 'think' about what they are doing (or saying) next. It is at this level where the professional lives.

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