

Conscious Competence Learning Ladder Summary

Phase	Consciousness What is your Awareness/Knowledge?	Competence What is your Skill Level?	Thoughts	+	Emotions	=	Actions	Support Needed
4	Unconscious	Competence	Skills become natural	+	Everything is great the way we are	=	Overly confident Identity is associated with this phase	Radical change happens due to the results of experience (Go Back to Phase 1)
3	Conscious	Competence	Know we <u>have</u> the skills	+	Self-confident	=	Being open-minded Experimenting Modifying	Coaching using results
2	Conscious	Incompetence	Know we do <u>not</u> have the skills	+	Vulnerable	=	Giving up Discomfort 3-7 years to master	Create a safe environment for learning Making mistakes is natural Use data to improve
1	Unconscious	Incompetence	Don't know what we don't know Don't even know that we need to know	+	Blissfully ignorant	=	Cannot move forward	Provide training