

SKILL ACQUISITION



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- **Skill Acquisition is the science that underpins movement learning and execution and is more commonly termed motor learning and control - (Williams & Ford, 2009)**



The 4 Stages of Learning Anything



Various stages for learning

STAGE 1-UNCONSCIOUS INCOMPETENCE:

- It is the stage where an individual doesn't even know what he doesn't know. It means he is not aware of its mere existence.

STAGE 2- CONSCIOUS INCOMPTENCE:

- It's the next stage where an individual knew that he doesn't know something, which means he needs to learn something.



Various stages for learning

STAGE 3- CONSCIOUS COMPETENCE:

- He knows how to do and what to do and he does something consciously. It's like being in the beginner mode of a process.

STAGE 4- UNCONSCIOUS COMPETENCE:

- It's the final stage where one does something effortlessly. It's like being an expert in a process, still has some space to improve further.



ILLUSTRATION:

Let's take an example of playing a pc game which requires a combination of keyboard and mouse controls. We will see how the skill required to play this particular game is acquired through all the above phases.

- **STAGE 1:** An individual is unaware of the game's existence
- **STAGE 2:** An individual is aware of the game but he doesn't know to play. And he learns to play.
- **STAGE 3:** He plays consciously with much effort to gain control over both the keyboard and the mouse.
- **STAGE 4:** Finally he plays without much effort as he has gained control over the keys and mouse.



THE IMPORTANCE OF SKILL ACQUISITION

- **Self-employment** - A skilled man can be a self-employed man.
- **Diverse job opportunities** - Those who have many skills stand the chance of gaining job from many establishments.
- **Employment generation** - There will be a lot of jobs generated for the citizens of every country if the citizens are well equipped with skills.



THE IMPORTANCE OF SKILL ACQUISITION

- **Effective function** - Organizations that employ skilful workers to assist in their organizational duties lose nothing at all because there will be always effective functions performed by the employee.
- This is because the employee has acquired necessary skills needed for him to perform the work as desired by the organization.



THE IMPORTANCE OF SKILL ACQUISITION

- **Crime reduction-** skill acquisition reduces the crime rate in many nations. People begin to think on many illegal or unsocial activities they will do to make money when they do not have anything to call job of their own. But, an individual with acquired skill works and makes money from his skill set.



10,000 hours rule



- We are very well aware of this saying. But do we know the number of times we need to practise a skill in order to get it perfect?
- Well, a crazy attempt was made to figure out that mystery number and a psychologist named Malcolm Gladwell came with up with an interesting theory called '10,000 hours' rule.



What does it say?

- Malcolm states that it takes about 10,000 hours of practice to become an expert at any skill, from violin to basketball to Halo.
- It was a powerful idea, based on several studies, and put some evidence behind the "practice makes perfect" argument for any skill.
- Here, the goal is not to work continuously, to finish the 10k hour quota, but to stick on to a systematic practice with an objective of improving performance every time.



What does it say?

- It isn't just about 10,000 hours of doing the activity; it's 10,000 hours of “deliberate practice.”
- According to the paper, “deliberate practice is a **highly structured activity**, the explicit goal of which is to **improve performance.**”
- **Deliberate practice** consists of specific training activities, drills, and exercises designed to stretch the individual's skills and thereby provide growth.



THE CONVERSE

- Though Malcolm supported his ideas with numerous experiments, it was never enough for some critics, one important critic being David Epstein.
- David Epstein in his new book '*The Sports Gene*', thoroughly disproved the theory.
- Practice is important, of course, but when it concerns physical activities, some people hold unfair advantage compared to others owing to their better physique, inherited in their genes.
- For example, Jamaicans dominate sprinting, Kenyans excel at long distance track, and tall people are much more likely to make it to the NBA, according to the book.
- Epstein also notes that the world's best in high jump, darts, and track don't need nearly 10,000 hours of practice. It's in the genes, he argues.



TO PRACTISE OR NOT TO PRACTISE?

- Gladwell came with the defence for his theory, where he states, "Epstein has written a wonderful book. But I wonder if, in his zeal to stake out a provocative claim on this one matter, he has built himself a straw man."
- Because, Gladwell only applied the 10,000-hour rule to cognitively demanding activities that needed significant thought, unlike those runners and dart-throwers.
- Gladwell has defended the 10,000-hour rule, arguing that **the rule applies to cognitively demanding tasks such as playing chess or the violin and not to domains that rely on mostly physical attributes**, such as the runners and long-jumpers cited by most critics.



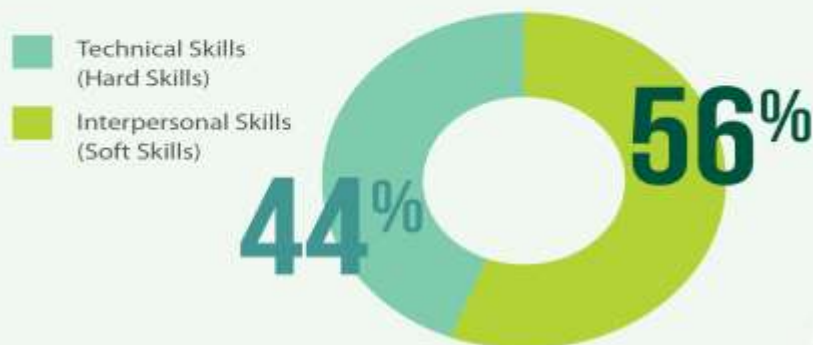
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HARD SKILLS vs. SOFT SKILLS

There are two types of skills required to do a job well – **hard skills** and **soft skills**.

SO, WHAT SKILLS MATTER MOST TO RECRUITERS??

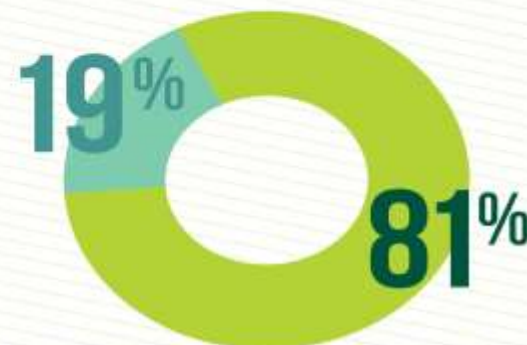
HR Pros value interpersonal skills over technical expertise.



HARD SKILLS:
Adobe Photoshop, Microsoft Office, C++, Certification...

SOFT SKILLS:
Communication Skills, Team Work, Problem Solving, Leadership Abilities...

And even fewer **Job Seekers** think their technical skills matter.



Thank You...

