

8-2: Shortening feedback cycles

The major component that was discovered in the deliberate practice that works versus the people who learn rapidly versus the people stagnated was feedback and what's more important was immediacy of the feedback. So consider this example that was run by the authorization which is comparing general practitioners versus surgeon. And general practitioner's often they would not improve passes certain point, in some cases their ability would even decline after medical school. So more experience did not translate to greater expertise, in contrast, surgeons routinely become better as time progress. And the reason for this as it was discovered through a farther experiment was that general practitioner are often not exposed to feedback on whether their diagnosis or prescriptions are working and if they are exposed to feedback it comes to months years after their initial diagnosis, where surgeons in contrast are given this information almost immediately if the surgery failed or if it work properly. And so in this case, the immediacy of the feedback is the key variable on how quickly skill progress. So you can see this on yourself. A lot of mistake the students make in too long to get feedback on this progress so their waiting weeks or months in order to check whether or not they're actually learning what supposed to be learning cause what I've suggest is bringing that feedback as soon as you possibly can. You will be able to quickly figure out whether you're learning but more importantly this feedback is essential to the learning process.

So this is also true whether you try to learn the skill, if you're trying to become a better writer, but you're not getting any active feedback on your writing so you don't have anybody anything it for you that will be looking over to provide constructive criticism. Then if you just spend months and months in writing, you will probably improve somewhat, but you won't improve the same rate as if your getting that constant feedback. So this is true programmer, this is also true with designers this is true for whatever skilled you want to learn. Continuous and constant feedback is very important. So there's few ways that you can integrate more immediate feedback into your progress. One is simple by hiring a coach or pay for a tutor. And this can be expensive but it is very effective. So if you are trying to learn a skill better then, just hiring someone who is an expert on that to review your practice, to review what you are doing can be an essential step in order to do that. And so if you are trying to do completely on your own try to figure out how you might be able to integrate practice.

Another way is you can simulate the coaching environment by doing pair of practice. So you can find someone else that also wants to improve that skill with you. So if you are practicing programming for example you can find another programmer who is maybe you're not at the same level that you are but you also work on the programming skill with. And what you can do is you can work together so you can both solve the

particular problem, you can work on this practice problem together. And then you can compare results and give each other feedback on how well rare this solution if you could have done better as there another way you could work to this problem. So paired practice can work a lot of different fields, it work through writing, it work for design. And that's the way you can simulate the coaching environment well necessary have to pay a lot of money for an expensive coach.

Another way of just thinking of how you can reorganize your skills, you get practice more quickly. So let's say you try to practice the broader skills of being an entrepreneur. One way you can do this is trying to get closer to your customer working with them more closely because that will make you more feedback on how your entrepreneurial skill of building products on people on what to buy. You will be able to get feedback on have more quickly and your ability as an entrepreneur will therefore increase. So think about how you can shorten the feedback cycles or integrate more feedback in what you are doing because more feedback as well as more immediate feedback not waiting weeks or months in order to get result on something. That is a huge part of what makes successful practice that allows for continuous skill growth versus the people that stagnant or even decline overtime.