

# Competence

## Unconscious Incompetence

- Not aware of existence of skill or its relevance.
- Not aware of deficiency in this area.
- Needs to become conscious of incompetence before development or learning occurs.

## Conscious Incompetence

- Aware of the existence and relevance of the skill.
- Realizes improving this skill will improve effectiveness.
- Makes commitment to learn and practice.

## Conscious Competence

- Needs to concentrate and think in order to perform the skill.
- Not yet 'second nature' or 'Automatic.'
- Continues to practice the new skill.

## Unconscious Competence

- Skill so practiced it is part of 'second nature.'
- Can perform it while doing something else
- Possible now to teach others.