

Gordon's Skill Development Ladder

The Skill Development Ladder coaching was developed at the Gordon Training International in the 70's by Noel Burch.

Rungs:

Unconsciously unskilled-People don't know what they don't know, or they don't know what they need to learn. They may think they know more than they do. Their confidence is greater than their abilities at this level. *Coaches support teachers at this level by helping them figure out what they need to learn.*

Consciously unskilled-People know what they don't know and are terrified to act for fear of making a mistake. At this stage, people lose confidence or give up trying to learn. *Coaches support teachers at this level by building their confidence and helping them manage their emotions.*

Consciously skilled- People know they have the skills they need. They still need to concentrate when performing these skills and are deliberate in their actions. *Coaches support teachers at this level of competence by providing lots of opportunities for practice and providing feedback.*

Unconsciously skilled- Most actions have become habitual and people at this stage may not know what they are doing or why. They are on automatic pilot. They are confident about being successful. **Many experienced teachers are at this level of skill development.** *At this level coaches can support teachers by challenging them to keep learning new skills and find opportunities to teach others in order to keep their high level of skill development.*

Unconsciously talented- These people have innate talents or gifts that are outside the boundaries of normal practice. They perform with the automaticity of the unconsciously skilled people, but have a harder time identifying consciously what they have done. *The challenge for coaches is to support them to become consciously aware of their competence.*

