**Four Stages of Competence**

Noel Burch developed the Conscious Competence Ladder in the 1970s. Burch’s stages bring home — our inner critic gets in the way and undermines our motivation for learning and once we have achieved mastery of a skill we tend to forget the steps we took and the effort we put in to become masterful.

According to Burch, we move through the following levels as we build competence in a new skill:

1. Unconsciously unskilled – we don't know that we don't have this skill, or that we need to learn it.
2. Consciously unskilled – we know that we don't have this skill.
3. Consciously skilled– we know that we have this skill.
4. Unconsciously skilled – we don't know that we have this skill (it just seems easy).