



Levels of Capability

- MASTERING
Extensive experience and in-depth understanding of the history, theory, and application of the technology. Able to use the technology at high levels of sophistication, and to evolve it to new levels of elegance and power.

- COACHING
Able to bring others to working level through modelling and coaching.

- WORKING
Consciously competent. Able to perform capably as an individual; able to lead others in the doing. Doing it!

- SPEAKING
Able to explain models and concepts, to describe the capability to others.

- LISTENING
Able to understand and make sense of the explanations of others.

- YOU KNOW
YOU DON'T KNOW
Consciously incompetent. You are aware that your current models & skills aren't working here -- you're in "breakdown" mode. Things aren't making sense. Achieving this level is often accompanied by a feeling of, "Oh_ _ _ _!"

- YOU DON'T KNOW
YOU DON'T KNOW
Unconsciously incompetent; blissfully unaware.

- YOU DON'T KNOW
YOU DON'T KNOW
(But think you do)
Same as You Don't Know, You Don't Know, with the commitment to being right and/or looking good providing strong protection from moving up to higher levels. You hold self and others back from needed improvements; drain energy from those who can see new possibilities.