

EXCELLENCE

- Born or made?
- Talent or practice?
- Developmental trajectory?



THE DEBATE: INBORN

- Kant (1790/1952): Genius is inborn, can never be taught, and can only be imitated by inspired non-geniuses.
- Dryden (1693/1885): "Genius must be born, and never can be taught"
- Galton (1874): Only those with exemplary natural abilities rise to the top.

VERSUS: MADE

- Joshua Reynolds (18th century): "You must have no dependence on your genius. If you have great talents, industry will improve them..."
- De Candolle (1873): Environment is important.
 - Eminent scientists work best under particular political, economic, social, cultural and religious circumstances.
- Watson (1930): "Give me a dozen healthy infants, wellformed, and my own specified world to bring them up in, and I'll guarantee to take any one at random and train him to become any type of specialist I might select."

COGNITIVE PSYCHOLOGY

- Emphasis on expertise acquisition as the main factor underlying elite performance
- Simon & Chase (1973): "10-year-rule". A decade of intense work and apprenticeship is required to become an expert in chess.
- Ericsson et al. (2006): medicine, professional writing, music, art, math, sports.

EXPERTISE PERFORMANCE FRAMEWORK

- Expertise is largely the result of a large amount of domain-specific knowledge, acquired through many thousands of hours deliberate practice where one is constantly striving to learn from feedback and push beyond his or her limits
 - Colvin, 2010; Coyle, 2009; Ericsson et al., 1993; Syed, 2010.

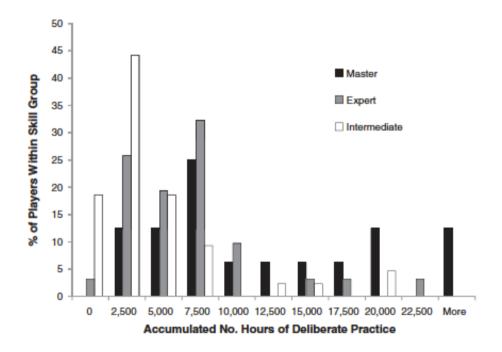
DELIBERATE PRACTICE

"Engagement in highly structured activities that are created specifically to improve performance in a domain through immediate feedback, that require a high level of concentration, and that are not inherently enjoyable."

• Ericsson et al. (1993)

DELIBERATE PRACTICE: IS THAT ALL IT TAKES TO BECOME AN EXPERT? (HAMBRICK ET AL., 2013)

Practice distinguishes between levels:



DELIBERATE PRACTICE: IS THAT ALL IT TAKES TO BECOME AN EXPERT? (HAMBRICK ET AL., 2013)

- But... deliberate practice explained about 30% of the variation in performance.
- Impressive amount! Perhaps playing out any other personal characteristic?
- How about other personal and environmental factors?
 - Starting age? (e.g. Howard, 2012; Gobet et al., 2007)
 - General intelligence (e.g., Ruthsatz, 2012)
 - Motivation and the ability to persevere and persist are likely influenced by genetic factors, in interaction with environment
 - e.g., Ryen & Deci, 2000; Kaufman, 2009; Vinkhuyzen et al, 2009

PERSEVERANCE: GOAL-DIRECTED BEHAVIOR

Individual differences!



SARAH (5)





SARAH (5)



SARAH (5)

- Sort toys
- Know where each toy belongs
- Really clean up the toys (and don't start to play again)
- Check if she really cleaned up all the toys



JESSE (14)

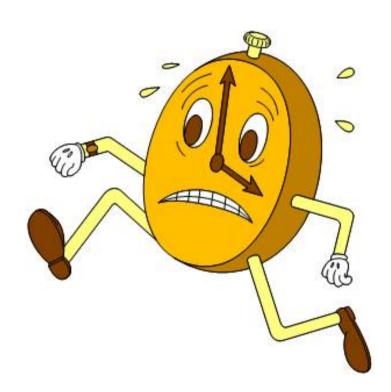




JESSE (14)

- Gets up at 7.15AM
- Shower
- Dress
- Bag
- Breakfast
- Make lunch
- Brush teeth

JESSE (14)



EXECUTIVE FUNCTION (1)

- Umbrella term for various cognitive processes that subserve goal-directed behavior.
 - Miller & Cohen, 2001; see also Luria, 1966, Shallice, 1982
- Resist impulses
- Efficient planning
- Flexible switching
- Actively use memory
- Monitor own behavior



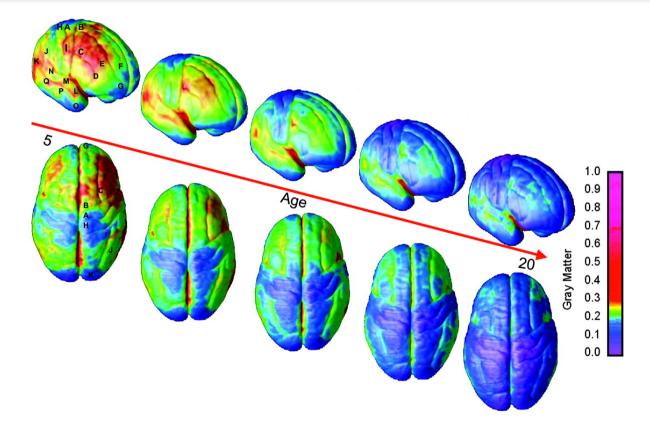
EDUCATION SETTINGS

- Direct learning of skills
- Capacity to reason about abstract ideas
- Behavioral control:
 - Sitting at a desk
 - Avoiding distractions
 - Doing homework
 - Flexibly adjust to changing circumstances

EXECUTIVE FUNCTION (2)

- Maturation of different executive function processes mature at different rates, reaching adult levels at different ages.
 - Huizinga, Dolan, & Van der Molen (2006); Welsh et al. (1991)
- Related to differential structural and functional maturation of the prefrontal cortex and frontal-striatal circuits.
 - Amso & Casey (2006); Casey et al. (2005)

PREFRONTAL CORTEX DEVELOPMENT



Gogtay et al. (2004)

ADOLESCENCE (1)

- Determination of developmental outcome and educational success:
- Recent neurocognitive theories on adolescent development focus on interplay between <u>socio-emotional</u> <u>factors</u> and <u>cognitive factors</u>
 - Dahl & Spears (2004), Dahl & Crone (2012)

ADOLESCENCE (3)

- Contradiction: ability 'to know', but not 'do'
- Related to great physical, but also socio-emotional and cognitive changes
 - Crone (2009), Dahl & Gunnar (2009), Steinberg et al. (2008)
- Important changes in social environment:
 - Engagement in risk-taking behavior
 - Rebelling against authority figures
 - Strong focus on peer interactions

ADOLESCENCE (4)

- Adolescents are under unique social and emotional pressures (Steinberg, 2005):
 - Peer expectations
 - Increased desires
 - Increased motivations
- Thus: adolescent's reasoning and decision making is not just a reflection of their cognitive ability. Also of their emotional, social and physical state.

ADOLESCENCE:

- Upsurge of affective processing
- Increase in peer pressure
- Cognitive system
- Iterative, more protracted development
- Precarious balance between socio-emotional factors and cognitive factors.
 - Dahl & Spear (2004), Dahl & Crone (2012)





Cognitive factors

Adolescence

Immature cognitive system = vulnerable system.

Could fail under 'hot' (emotional impulses and peer pressure) and demanding (educational) situations.

BACK TO DELIBERATE PRACTICE: IS IT ENOUGH?

- 30% of variance explained by deliberate practice
- And...
- Starting age
- Familial link
- General intelligence
- Perseverance / persistence / goal directed behavior
- Cognitive development

Socio-emotional development

Anticipate!

DELIBERATE PRACTICE AND GOAL-DIRECTED BEHAVIOR

- Establish development-appropriate goals
- Establish goals that involve measurable skill mastery (rather than time-on-task or quantity of work completed).
- Redirect the student when he uses strategies that allow him/her to complete work without applying significant attention to what he/she is learning.
- Practice monitoring the student's own performance against standards; focus not only on the skill development, but on developing the accuracy of his selfmonitoring and self-direction.

TO BE CONTINUED...

Discussion!