

Prologue

Raging Rooks



Raj Chetty Research

Proactive

Prosocial

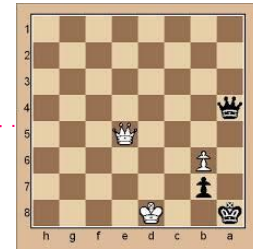
Disciplines

Determined

Scaffolding

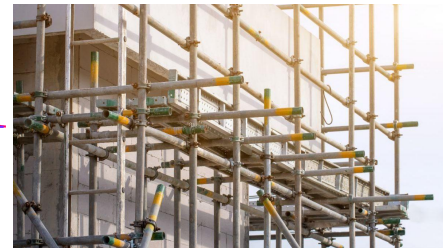
Temporary structures to give **opportunity** and **motivation** to Learn

Focus on end games  
Teach the game in reverse



Character

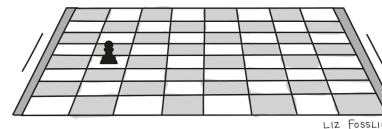
Learned capacity to live by your principles



What any person in the world can learn, almost all persons can learn, if provided with appropriate conditions of learning

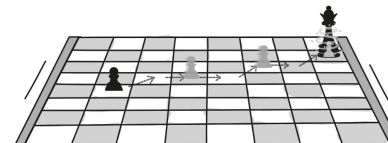
It's not where you start -- but how far you go

IT'S NOT WHERE YOU START



LIZ FOSSLIEN

BUT HOW FAR YOU GO



Maurice Ashley



What if we invested as much time in our character skills as we do in our career skills ?

Goal is to feel awkward and uncomfortable

Capacity to prioritize your values over your instincts

Learning Styles is a MYTH

Be brave enough to embrace discomfort in learning

Flipped Classrooms

Practice BEFORE you master it

Your mental library expands as you communicate

Amplify Discomfort

Strive to INCREASE MISTAKES

Mistakes GOAL # of mistakes per day

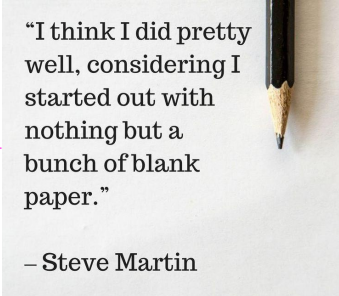
Social Skydiving

Personality is TENDENCY

Character skills enable to transcend over tendencies



Creatures of Discomfort



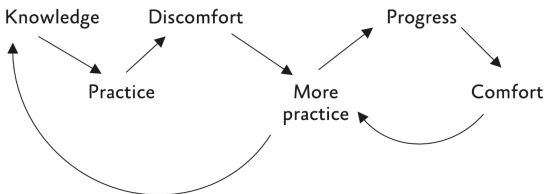
**HOW WE THINK LEARNING HAPPENS**



**AMPLIFY DISCOMFORT**



**HOW LEARNING ACTUALLY HAPPENS**





**Rubber**

Human Sponges

Capable of absorbing new ideas and filtering old ones

Absorptive capacity

Recognize

Value

Assimilate

Apply



Information

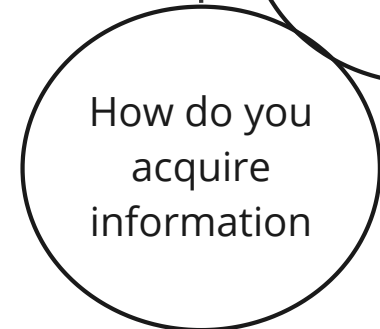
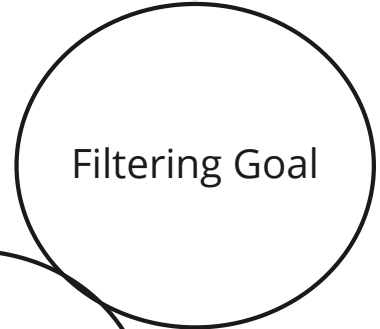


**Clay**

Julius Ego and YouTube

Seeking Feedback

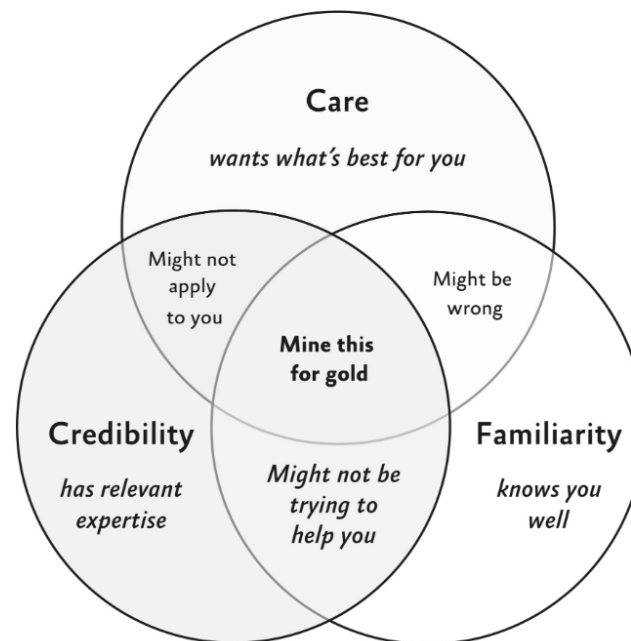
Sources



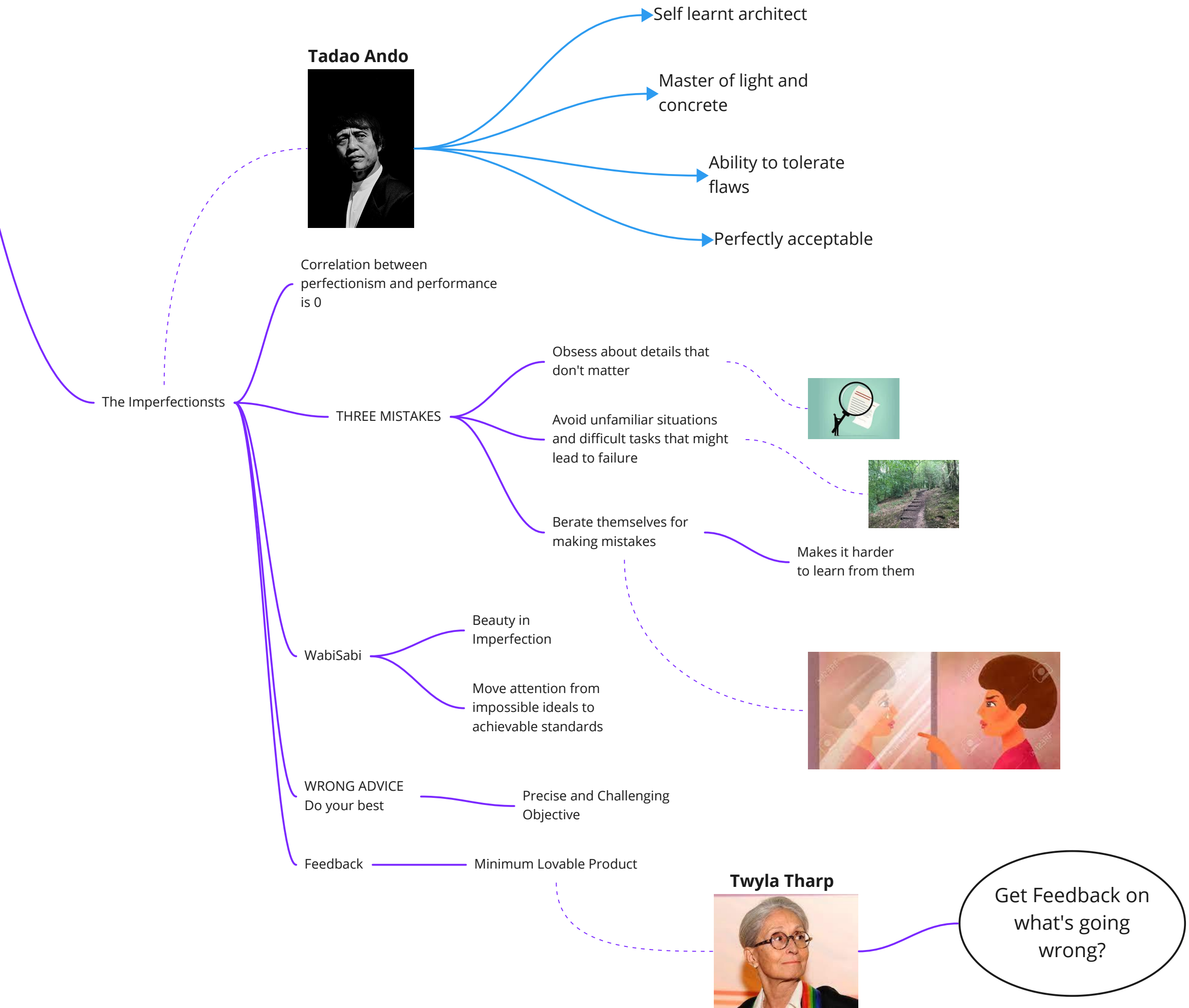
		FILTERING GOAL	
		<i>Ego</i>	<i>Growth</i>
ABSORBING APPROACH	<i>Reactive</i>	Rubber	Clay
	<i>Proactive</i>	Teflon	Sponge



**Teflon**



**Sponge**



# Evelyn Glenn



World's first full-time percussion soloist

# Aluphone



Deaf from birth

Mastering music unusually difficult



Harmonious Passion Taught by Ron Forbes

Transforming the Daily Grind

Deliberate Play

Novelty in Practice

Variety in Practice

Prevents burnout

Different from Gamification

Involves multiple skills

Associate pitches with various body parts

Redesign the task itself to make it both motivating and developmental

Rare to love them all

Avoid Burnout

# Stephen Curry



# Brandon Payne

Scaffolding to make boring parts of practice fun

Interleaving



Unlock Fresh Ideas

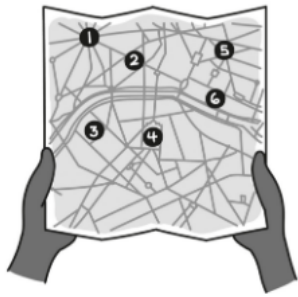
Deepen Learning

WHAT WE THINK WE  
NEED TO GET STARTED

WHAT WE  
ACTUALLY NEED

A PERFECT MAP  
OF THE FUTURE

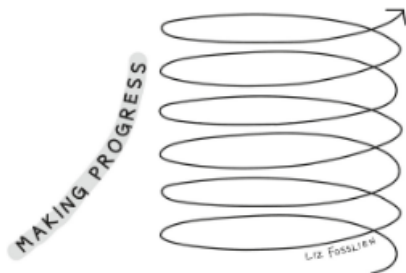
A GENERAL  
DIRECTION



WHAT IT CAN FEEL LIKE



WHAT'S ACTUALLY HAPPENING



Hunt and Peck  
TO  
Speed Type  
REQUIRES  
ONE TO SLOW DOWN

Touchtyping

Need for a back up

Map vs Compass

Detours

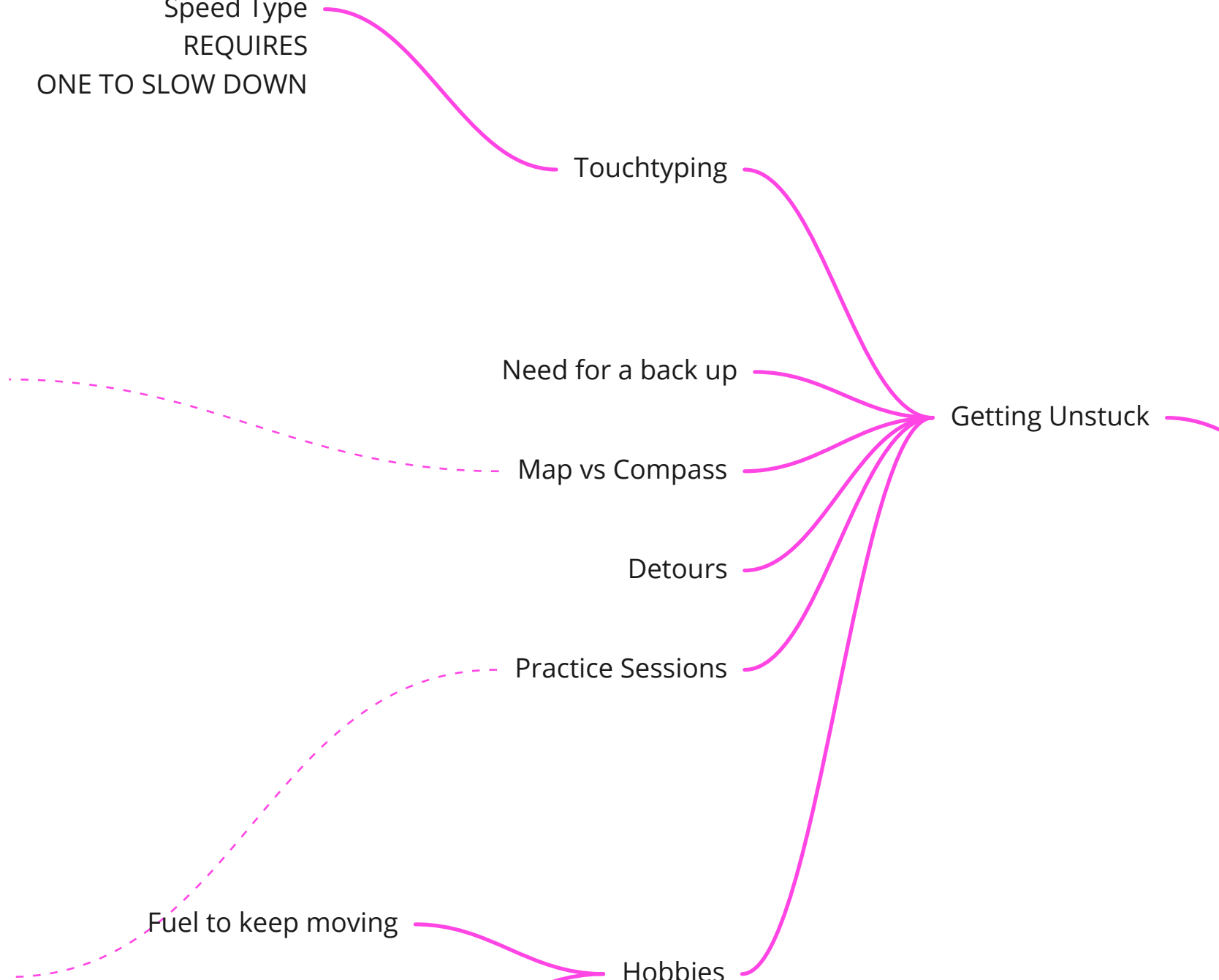
Practice Sessions

Fuel to keep moving

Small wins

Hobbies

Getting Unstuck





Tutor effect

All in OR All Out

Setbacks makes them stronger

Golden Thirteen

Alison Levene

Defying Gravity



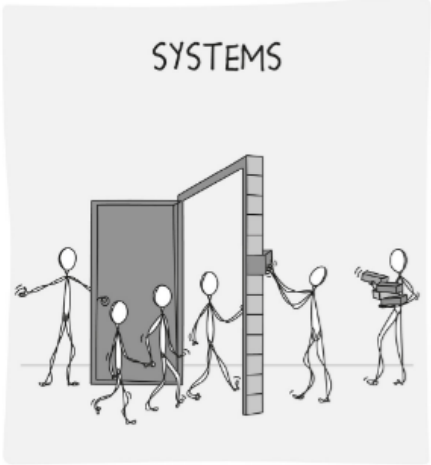
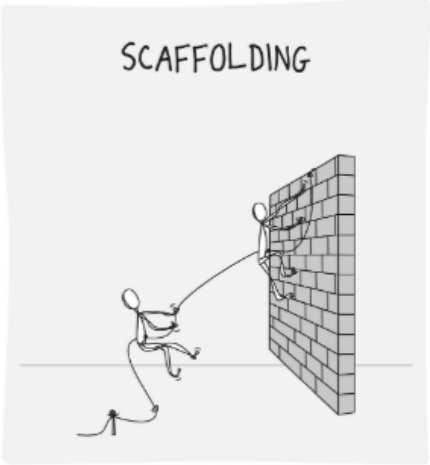
Failed Everest Expedition

"I am doing this for Meg" effect



<https://www.youtube.com/watch?v=6hUybmqUVmM>

		CREDIBILITY	
		<i>Ignorant</i>	<i>Knowledgeable</i>
EXPECTATIONS	<i>Doubter</i>	Challenged: <i>I will prove them wrong</i>	Threatened: <i>I don't have what it takes</i>
	<i>Believer</i>	Unmoved: <i>They're easily impressed</i>	Empowered: <i>I will prove them right</i>

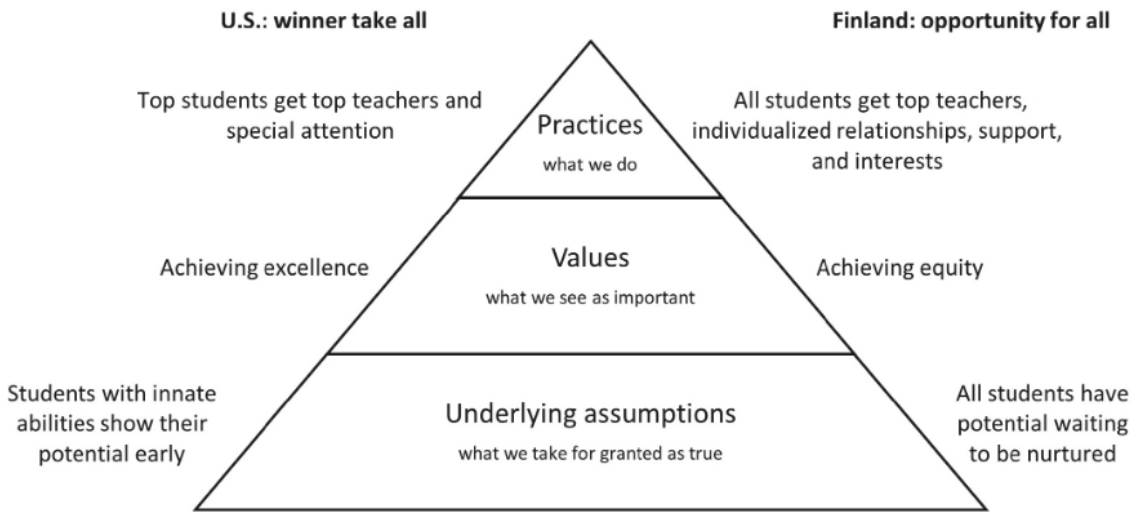


- Invest in every student regardless of apparent ability
- Opportunity for ALL
- Highly qualified staff
- Flexible Curriculum
- Same teacher across years
- LOOPING
- Recess
- Intrinsic Motivation
- Reading

**FINLAND**  
educational system superstar

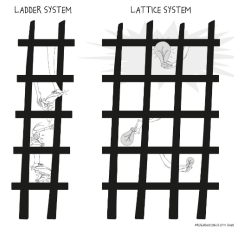
Every Child Gets Ahead

**CONTRASTING EDUCATION CULTURES**

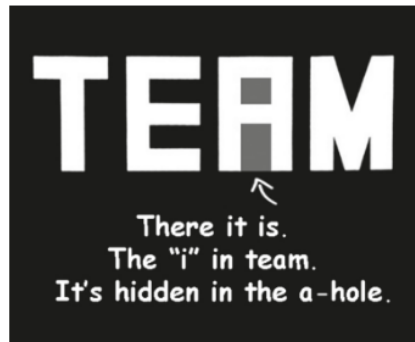


Inspired by Edgar Schein's iceberg model of culture

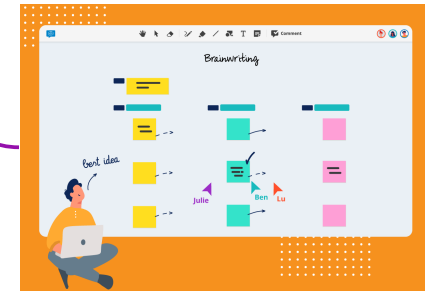




Ladder vs Lattice System



Brain Writing



Drill many holes all at once

Put the mission above ego

Instead of assembling experts, create a broader and deeper pool of ideas and intelligence

Smartest teams weren't composed of the smartest individuals

Prosocial skills

## Chile mine rescue of 2010

Chile Mine Rescue Operation

Mining for Gold

Wanted to be an astronaut

Raised in Poverty by undocumented immigrants

Got rejected by NASA

**José M. Hernández**



**Gil Wench**



Hiring disabled people to run a call center

Affirmative actions are ineffective

Diamonds in the Rough

