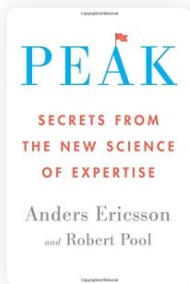


## MEETING IN A BOX

## Peak

## Secrets from the New Science of Expertise

Do inherited traits or hard work set high performers apart? Simply putting in the hours and working hard on a skill won't automatically improve your performance, explain psychologist Anders Ericsson and co-author Robert Pool. High performance is not just about practice. It is about the "right sort of practice."



- **Step 1:** Have your team read the getAbstract summary of *Peak*. To access the summary, click on the book cover.
- **Step 2:** Schedule a meeting with your team to discuss the questions below.
- **Step 3:** Have a discussion with your team.

***“Get outside your comfort zone but do it in a focused way, with clear goals, a plan for reaching those goals and a way to monitor your progress.”***

**Robert Pool and Anders Ericsson, Peak**

## Discussion Questions

1. Do you have an example from your own life that lends support to the book's thesis?
2. What skill do you personally seek to get better at?
3. After reading the summary, how would you change the way you have been practicing the skill?
4. What does "deliberate practice" entail?
5. What are some of the ways in which you can sustain motivation long-term?

### Additional resources:



**How to Cultivate Grit**  
journal article



**Learning & Memory**  
Channel