

99 Seconds on Fluency

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Fluency	Fluency is <i>accuracy plus speed</i> , or <i>doing the right thing without hesitation</i> . It is sometimes called <i>unconscious competence</i> or <i>automaticity</i> .																																
Fluency ROI	Achieving fluent performance results in <i>better retention and maintenance</i> of learning, <i>improved endurance and resistance to distraction</i> , and <i>greater application or transfer of training</i> . These learning outcomes all contribute directly to ROI for performance improvement investments.																																
Practice is active responding	<p>We only achieve fluency through <i>practice</i>, in conjunction with environments that ergonomically support smooth, efficient responding.</p> <p>Practice is <i>active responding</i>, actually <i>doing</i> something over and over again to achieve more efficient, confident, masterful performance.</p>																																
Multiplying response opportunities	Much of fluency-based learning design is about <i>multiplying opportunities for active responding</i> so that individuals can learn faster and achieve higher levels of performance, i.e., <i>fluent</i> performance. For example, if we can provide individuals with ten opportunities to respond in a period of time, rather than merely one, we have found an <i>opportunity multiplier</i> of x10.																																
Example of an opportunity multiplier	<p>In a typical classroom, the instructor might suggest a topic for discussion, e.g., “fluency.” A typical group discussion would allow one person to speak at a time for perhaps half a minute. That’s 2 per minute active responses in the room. Here’s a procedure that multiplies responding by x10 to x100 or more:</p> <ol style="list-style-type: none">1. Before sharing, each person spends 1 minute jotting down (abbreviating) as many ideas, responses, or relevant phrases as possible (usually 3 to 15 per minute in the beginning, 25-35 per minute or more for experts on a topic).2. Group then shares ideas/responses. <i>Result: x10 - x100 more opportunities.</i>																																
My one minute on fluency	<p>Here are the words and phrases I jotted down (abbreviated) in a minute :</p> <table><tr><td><i>accuracy plus speed</i></td><td><i>confidence</i></td><td><i>fun</i></td></tr><tr><td><i>active responding</i></td><td><i>retention</i></td><td><i>endurance</i></td></tr><tr><td><i>application</i></td><td><i>automaticity</i></td><td><i>ROI</i></td></tr><tr><td><i>second stage learning</i></td><td><i>smooth</i></td><td><i>improvisation</i></td></tr><tr><td><i>easy</i></td><td><i>skilled</i></td><td><i>masterful</i></td></tr><tr><td><i>true mastery</i></td><td><i>better results</i></td><td><i>gap in most programs</i></td></tr><tr><td><i>research based</i></td><td><i>games</i></td><td><i>sports</i></td></tr><tr><td><i>musical performance</i></td><td><i>time dimension</i></td><td><i>pace and quality</i></td></tr><tr><td><i>knowing by heart</i></td><td><i>competence</i></td><td><i>attention span</i></td></tr><tr><td><i>practice</i></td><td><i>ease of use</i></td><td><i>exemplary</i></td></tr></table>			<i>accuracy plus speed</i>	<i>confidence</i>	<i>fun</i>	<i>active responding</i>	<i>retention</i>	<i>endurance</i>	<i>application</i>	<i>automaticity</i>	<i>ROI</i>	<i>second stage learning</i>	<i>smooth</i>	<i>improvisation</i>	<i>easy</i>	<i>skilled</i>	<i>masterful</i>	<i>true mastery</i>	<i>better results</i>	<i>gap in most programs</i>	<i>research based</i>	<i>games</i>	<i>sports</i>	<i>musical performance</i>	<i>time dimension</i>	<i>pace and quality</i>	<i>knowing by heart</i>	<i>competence</i>	<i>attention span</i>	<i>practice</i>	<i>ease of use</i>	<i>exemplary</i>
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