



# Character Development Ladder

Do you remember when you were a child and had to learn something brand new – maybe riding a bike? Although character development is hard work and happens over time, the development process is pretty much the same. For example, let's take the bike-riding example in the context of the Competence Ladder model. The model defines four stages of development – **unconscious incompetence** (riding a bike looks so easy until you try it and realize you can't do it), **conscious incompetence** (you try again and again and get it right sometimes – but still swerve or fall), **conscious competence** (you're able to do it well – feel pretty confident), **unconscious competence** (you don't have to think about it at all). Here's how the Competence Ladder model can be applied to character development.

