

DRILLING FOR HIGH PERFORMANCE

WHAT IS DRILLING?

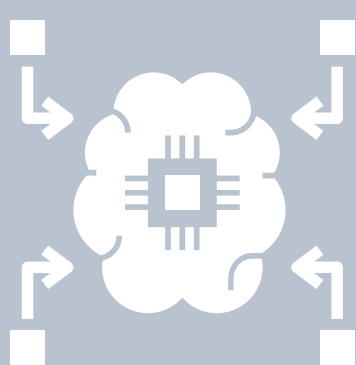
Drilling is repeatedly performing a physical task until its execution becomes automatic.

Drilling also allows us to achieve mastery in completion of the task, especially if deliberate, purposeful practice is employed.

Drilling of distinct tasks differs from simulation



DRILLING AND MEMORY



When we drill a practical task the ability to perform it is stored in our procedural memory, part of our long term memory.

Under pressure, access to our procedural memory is enhanced - further improving our ability to execute the task.

Task execution in pressured operational settings is faster and less error prone when they have been drilled.

Contrastingly access to the parts of our memory where we store factual information & previous experiences is compromised by pressure.

DRILLING & COGNITION

Repetition of skills execution removes the need for slow, demanding analytical cognition, using rapid, low demand automatic cognitive processing.

This preserves cognitive capacity in high pressure situations



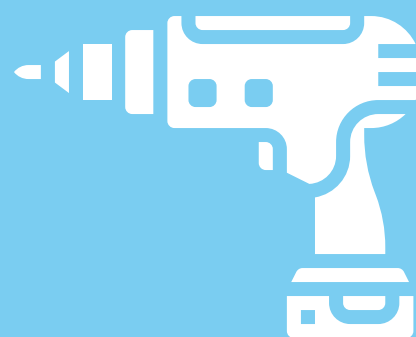
WHAT SHOULD WE DRILL

We should drill predictable routine and predictable emergency procedures - see the Performance Pizza model.

High performance teams should identify & list tasks which require drilling & automaticity.

HOW TO DRILL

- Standardise the method of task execution in your team
- Repeatedly carry out the task - dozens of times
- Increase the speed of execution - pressure improves development of automaticity
- Coaching by an expert observer when drilling will improve accuracy of task performance.



CoreCognition
PERFORMANCE UNDER PRESSURE

www.CoreCognition.co.uk