## Fitts & Posner Stages of Motor Skill Learning

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<th>Stages of Learning</th>
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| Cognitive          | Movements are slow, inconsistent, and inefficient. Considerable cognitive activity is required. | Attention to understand what must move to produce a specific result. Large parts of the movement are controlled consciously. Practice sessions are more performance focused, less variable & incorporate a clear mental image (technical/visual). | 1: Essential elements were not observed or not present.  
(Early Cognitive) |
|                    |                                                                                 |                                                                                             | 2: Essential elements are beginning to appear.  
(Late Cognitive)                                                                           |
| Associative        | Movements are more fluid, reliable, and efficient. Less cognitive activity is required. | Some parts of the movement are controlled consciously, some automatically. Practice sessions link performance and results, conditions can be varied. Clear Mental Image↔Accurate Performance | 3: Essential elements appear, but not with consistency.  
(Early Associative) |
|                    |                                                                                 |                                                                                             | 4: Essential elements appear regularly at a satisfactory level.  
(Late Associative)                                                                           |
| Autonomous         | Movements are accurate, consistent, and efficient. Little or no cognitive activity is required. | Movement is largely controlled automatically. Attention can be focused on tactical choices. Practice sessions are more results oriented. Focus is on greater range of motion, speed, acceleration & use of skills in a novel situation. | 5: Essential elements appear frequently, above required level.  
(Early Autonomous) |
|                    |                                                                                 |                                                                                             | 6: Essential elements appear continuously, at a superior level.  
(Late Autonomous)                                                                           |

*Excerpts taken from Attention and Motor Skill Learning*