

ABSURDLY USEFUL RESOURCES / READER NOTES

Practice Is the Point

Better reps. Better work.

READER NOTES

SUMMARY + ACTION GUIDE

INSPIRED BY TALENT IS OVERRATED BY GEOFF COLVIN

ORIGINAL SUMMARY AND PRACTICAL TRANSLATION. READ THE FULL BOOK WHEN YOU WANT THE WHOLE ARGUMENT.

Geoff Colvin argues that outstanding performance is built less by mysterious talent and more by deliberate practice: focused work on specific subskills, at the edge of ability, with feedback. The useful move is to stop vaguely doing the whole job and start designing better reps.

Keep These

1. Talent stories hide the practice architecture behind performance.
2. Improvement accelerates when the limiting subskill is isolated.
3. Comfortable repetition confirms ability; deliberate practice stretches it.
4. Fast, specific feedback prevents errors from becoming fluent.
5. Practice needs protected energy, not whatever attention remains after the week is done.

Useful Translation

This is the version to carry into meetings, parenting, work, money, politics, conflict, and the ordinary Tuesday where most theories go to prove whether they are useful.

FRAMEWORK 01

Deliberate practice: targeted, feedback-rich effort on work just beyond current ability.

FRAMEWORK 02

Subskill isolation: complex performance improves when bottlenecks are practiced directly.

FRAMEWORK 03

Feedback loop design: improvement depends on the distance between attempt and correction.

04 / ACTION ITEMS

1. Choose one subskill currently lowering the whole result.
2. Design a ten-minute rep for that subskill.
3. Make the rep hard enough to teach, not hard enough to exhaust.
4. Get feedback before the error becomes habit.
5. Protect one practice block before other work spends your attention.
6. Track the behavior the rep is supposed to change.

05 / ONE-PAGE FIELD GUIDE

Stop counting how long you have done the work. Look at the quality of the reps.

Absurdly Useful Resources. Placeholder email-gated PDF asset. Connect the form to the final provider before launch.