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# The Grandmaster in the Corner Office: What the Study of Chess Experts Teaches Us about Building a Remarkable Life

January 6, 2010

## **About**

Cal launched the "Study
Hacks" blog at
calnewport.com in 2007,
and has been regularly
publishing essays here
ever since. Over
2,000,000 people a year
visit this site to read Cal's
weekly posts about
technology, productivity,
and the quest to live and

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## **Becoming a Gran**

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How do great che Malcom Gladwell'

answer: **the 10,000 hour rule.** This concept, which was first introduced in academic circles in the early 1970s, was popularized by Gladwell in his 2008 book.

Here's how he summarized it in a recent interview:

When we look at any kind of cognitively complex field — for example, playing chess, writing fiction or being a neurosurgeon — we find that **you are unlikely to master it unless you have practiced for 10,000 hours**. That's 20 hours a week for 10 years.

There seems to be no escape from this work. As Flordia State University Psychology Professor Anders Ericsson reminds us: "even the chess prodigy Bobby Fisher needed a preparation period of nine years."

home for all other content relevant to the deep life movement he helped initiate. Here you can find all past episodes of Cal's popular podcast, Deep Questions, and explore an extensive library of original videos.

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To understand whattention to a fasc

published in the journal Applied Cognitive Psychology.

After interviewing two large samples of chess players of varied skill, the paper's authors found that "serious study" — the arduous task of reviewing past games of better players, trying to predict each move in advance — was the strongest predictor of chess skill.

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In more detail:

...chess players at the highest skill level (i.e. grandmasters) expended about 5000 hours on serious study alone during their first decade of serious chess play — nearly five times the average amount reported by intermediate-level players.

Similar findings have been replicated in a variety of fields. To become exceptional you have to put in a lot

of hours, but of each be dedicated to a serious chess play tournament ranking chess games can

## **READY TO GO DEEPER?**

I'm summarizing make a provocati

type of work" is p

remarkable life...

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## **Deliberate Practi**

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Anders Ericsson, t coined the term d

special type of work. In a nice overview ne posted on nis web site, he summarizes DP as:

[A]ctivities designed, typically by a teacher, for the sole purpose of effectively improving specific aspects of an individual's performance.

Geoff Colvin, an editor at *Fortune* Magazine who wrote an entire book about this idea, surveyed the research literature, and expanded the DP definition to include the following six traits (which I've condensed slightly from his original eight):

1. **It's designed to improve performance.** "The essence of deliberate practice is continually stretching an individual just beyond his or her current abilities. That may sound obvious, but

most of us c as practice."

- 2. **It's repeate** important d of a task and counts."
- 3. **Feedback c**"You may th
  interview was
- 4. **It's highly d**practice is a
  concentration
  distinct from
  hitting of te
  5. **It's hard.** "D

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- enjoyable, and that's exactly the opposite of what deliberate practice demands."
- 6. **It requires (good) goals.** "The best performers set goals that are not about the outcome but rather about the process of reaching the outcome."

If you're in a field that has clear rules and objective measures of success — like playing chess, golf, or the violin — you can't escape thousands of hours of DP if you want to be a star. But what if you're in a field without these clear structures, such as knowledge work, writing, or growing a student club?

It's here that things start to get interesting...

## **Deliberate Practice for the Rest of Us**

Colvin, being a business reporter, points out that this sophisticated understanding of performance is lacking in

the workplace.

"At most compani fostering great pe ignored."

He then adds the means the oppor adopting the prir huge."

It's this advantage grandmaster required highly sought-after money-making blinto national recognical much less.

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Why? Because when it comes to DP in these latter field, your competition is sorely lacking.

Unless you're a professional athlete or musician, your peers are likely spending zero hours on DP. Instead, they're putting in their time, trying to accomplish the tasks handed to them in a competent and efficient fashion. Perhaps if they're ambitious, they'll try to come in earlier and leave later in a bid to outwork their peers.

But as with the intermediate-level chess players, this elbow-grease method can only get you so far.

As Ericsson describes it, most active professionals will get better with experience until they reach an "acceptable level," but beyond this point continued

"experience in [the performance."

into your regular through the acce your peers. And be what is required to valuable (which, a remarkable life).

This motivates a clike for fields that performance-opted freelance writing college?

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Let me use myself, in my role as a theoretical computer scientist, as an example. There are certain mathematical techniques that are increasingly seen as useful for the types of proofs I typically work on. What if I put aside one hour a day to systematically stretch my ability with these techniques? Taking a page out of the chess world, I might identify a series of relevant papers of increasing complexity, and try to replicate the steps of their key theorem proofs without reading them in advance. When stuck, I might peek ahead for just enough hints to keep making progress (e.g., reading an induction hypothesis, but not the details of their inductive step).

The DP research tells me that this approach would likely generate large gains in my expertise. After a year of such deliberate study, I might even evolve into one of *the* 

experts on the top could yield treme

Why am I not doir

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What would such my life, like non-fi

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These are the type winter here on Stu

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The answers aren endeavor exciting approach to build

excellence that can be cashed in for remarkable rewards.

Or, perhaps I'll discover that such a quest is quixotic.

Either way, it should be fun...

(Photo by World Economic Forum)

- Resolve to Make 2010 a Year of Radical Simplicity
- > How Ricardo Aced Computer Science Using His iPhone

247 thoughts on "The Grandmaster in the Corner Office: What the Study of Chess Experts Teaches Us about Building a Remarkable Life"

#### **Katie**

January 7, 20

# **READY TO GO DEEPER?**

Wow, one of ma chapter in a dust. Right bef to google "che good chess blothink I got the

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#### Jason

January 7, 2010 at 1:56 am

This was a great post. It reminds me a lot of a book I recently finished called "The Talent Code" by Daniel Coyle. It goes into some theories about why deep practice and 10,000 hours are necessary for mastery of a skill. It was very fascinating and I recommend it if you have time. Thanks.

Pingback: uberVU

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#### Maureen

January 7, 20

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Above all the g be great if you Ford said, "If I k wanted, they v

learned from y

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methodology the value of innovation. To look at the whole picture and know what needs to be accomplished and then to apply innovate strategies to accomplish the goal requires a higher level of thinking and it is what I want to be able to do.

Reply

#### **NewWorldOrder**

January 7, 2010 at 2:20 am

I strongly recommend "How to Solve It: a new aspect of mathematical method" by G. Polya. It attempts to convey what Ph.D. programs try to instill in us :o).

## firsttimepo

January 7, 20

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I have been a revery interesting class chess plated below grandme when DP was I think it is so it practice and be always laugh a

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mistakes over and over again b/c of the limited success they had with their current techniques. Perhaps as an adult I have become too much like the adults I use to laugh at. When was the last time I practiced a skill with the sole intent of getting better at something, very eye opening.

Reply

## Confused

May 8, 2016 at 3:49 am

Chess ELO isn't a normal distribution. How do you use Standard deviation?

Reply

# **READY TO GO DEEPER?**

#### **Trent**

January 7, 20

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Cal, I can't wai Overrated is or don't really bu

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Pingback: Deliberate Practice in the Workplace « Public Agents

#### amit

January 7, 2010 at 4:43 am

It is well recognized that to become an expert in ANY field requires an average of 14-15 years of sustained effort, at the very least. Your views on DP are very relevant in this regard and as per my understanding hinges on two basic tenets:

1. Work smarter and not harder

2. Continually push against your comfort level, not too much at a time but gradually.

Most people once they reach about 4-5 years into their chosen field stop trying to push boundaries,

due to various being lack of ti precisely these DP more as its will reap the m

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An excellent a

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## **Liam McIvor Martin**

January 7, 2010 at 6:46 am

Deliberate practice seems like a method I've been using for years. I remember even at a young age not just practicing sports mindlessly but asking coaches exactly what the inner workings of a jump or spin were (I was a figure skater). I would break down the technique and replicate the moves in various combination's in order to completely understand what I was doing.

I also remember in graduate school as a sociologist, sitting around with my compatriots in the graduate bar and going up to random people (they were usually cute women) to ask them where they were from and what they did. We

would each do each other the profile down.

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The result fron

An eastern Car the ability to g skin.' I'm excite Sign up to join the tens of thousands of readers who have my latest articles sent directly to their inbox.

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## JLD

January 7, 20

"At most companies," he argues,
"the fundamentals of fostering great
performance are mainly
unrecognized or ignored."

LOL, no, the "fundamentals" aren't ignored it is just it's another kind of game!

Reply

## **JLD**

January 7, 2010 at 7:15 am

Why am I [DP on pr

# **READY TO GO DEEPER?**

Likely because work, there is s you cannot spoundess you are field.

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## Stefan | St

January 7, 2010 at 8:04 am

Well, this certainly makes me think.

"Doing things we know how to do well is enjoyable, and that's exactly the opposite of what deliberate practice demands." So you have to keep challenging yourself. Making papers better, break others papers down to see what they are doing good and keep improving yourself.

This is really a motivation for me, I sometimes think I have found the right way with studying, or just experiment with other ways, but I should look at successful students and study what they are doing, how and why.

With writing, I think you can practice by trying to be featured on big blogs, you will need excellence writing for that. So you have to keep improving your writing. H into little piece

I'm looking for definitly arous

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#### **Scott Youn**

January 7, 20

Fantastic Cal. 7 better at Study

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Not sure if it was in the research you took, but you should look to the example of the difference between surgeons and GPs in improving their skills. GPs didn't improve much over time because the feedback wasn't timely. Important when crafting your DP strategy.

-Scott

Reply

## Nick

January 7, 2010 at 11:16 am

Just wanted to add my own general excitement to your plans. Deliberative practise is clearly a

great strategy, ways of applying think, the less is also undoub good fellow stubelp.

I very much lo

think and write

Take care, Cal.

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rear erran adare

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## **Richard Shelmerdine**

January 7, 2010 at 11:23 am

I agree with the rough 10,000 hour to mastery rule. I really didn't like the book Outliers though. So many limiting beliefs. Great example of Chess Masters. They're the type of people everyone can look up too.

Reply

#### James

July 14, 2021 at 1:39 am

I agree. Whether or not the ideas in his book are true (which other research shows that it's not), being told that since I wasn't born in t I wasn't success

# **READY TO GO DEEPER?**

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## Stephanie

January 7, 20

I'm so glad to see you take on some of the ideas raised in \_Outliers\_. The idea of 10,000 hours made a lot of sense to me. I have put in well over 10,000 hours of reading in my life, so it made sense that I would end up as a PhD candidate in English. But the idea of deliberate practice takes it much further. I am definitely not at the top in my department, but deliberate practice might put me closer. 10,000 hours of reading (which includes both close analytical reading of \_Wuthering Heights\_ and self-indulgent binge-reading of \_Harry Potter\_) might be enough to provide some skills needed in graduate level literature work, but deliberate practice could make my work exceptional. For me, I think this might mean tackling and deliberately picking apart the more difficult theorists I need to use for my dissertation

and doing post feedback from

I am eagerly a topic. Thanks s

# **READY TO GO DEEPER?**

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#### **Anders**

January 7, 20

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Fantastic post,

I like the research you have done. The Dr. o.

Deliberate Practice is in Daniel Coyle's term what one would call Deep Practice, and essentially the same. It's that crafting of extra myelin sheaths that makes all the difference, between being just really good at something and being excellent.

Thanks for this amazing article. Good work!

Looking forward to see the future posts!

Reply

## **Mike Stankavich**

January 7, 2010 at 2:26 pm

Cal, I particula don't require 10 outperform yo competition te achieve maste subject area the time to invest the case for bublogging a few

# **READY TO GO DEEPER?**

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I have a questi you think that DP from your of that there's a contiit's worth explo

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cutting edge math techniques would indicate a separate effort from your ongoing work, which would then improve the quality of that work in the future. In contrast, a blogger who systematically invests DP into his writing would be integrating practice into his ongoing work of developing content.

This is a topic of great interest to me. Thank you for taking it on. I'm eagerly looking forward to see where you take the discussion.

Reply

Just recently d heard thus far.

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## **Ryan**

January 7, 20

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sight=site...nee

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Reply

#### Laura

January 7, 2010 at 3:55 pm

Has teaching come up in the literature in DP at all?

I tutored students in writing for 3 years and I know I learned more about writing through teaching than I ever did through any class.

Teaching requires you to focus on the task and be aware of both your actions and the student's actions, as well as increasing the amount of material that you have to processes critically.

I have chosen to pursue teaching French (at the university level) partly as a means of continually practicing my French skills, without having to permanently li force me to sp improve the flu students will b that once I ach truly progress.

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# **Study Hacl** January 7, 20

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It goes intwhy deep practice and 10,000 hours are necessary for mastery of a skill. It was very fascinating and I recommend it if you have time.

I've skimmed it, but it's on my list to read more deeply.

Although.... I don't really buy Colvin's Blank Slate argument.

I find it convincing. I don't think he's arguing that there are no natural differences between people, just that they don't end up mattering much. The effects of DP swamp broad inborn differences. I learned
Valedicto
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obstacles to su We won't ser unconventionate your energy. So just doing the

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say, sales — at a degree significantly higher than your coworkers), other times it will require innovation.

I think when I start tackling specific examples — which I hope to do soon — some of these distinctions will become clearer.

Perhaps as an adult I have become too much like the adults I use to laugh at. When was the last time I practiced a skill with the sole intent of getting better at something. very eye opening.

Excellent self-reflection. I would be fascinated to hear any conclusions you come up with about

how your ches your current si e-mail me if yo

# **READY TO GO DEEPER?**

Most peo, 4-5 years trying to p various re importan

current of

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Another explain can feel uncon make progress Ericsson points

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point requires the more focused attention of DP.

Put another way, it's not that people get too busy to keep improving, it's that they never worked in the style that could keep them moving even beyond the "acceptable level."

An eastern Canadian championship in 2001 and the ability to get under anyone's 'psychological skin.' I'm excited about seeing more posts on DP.

Did the latter help you in your role as a grad student? I'm interested in collecting stories of DP in unconventional fields.

## **Study Hacl**

January 7, 20

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Likely bed creative t "chicken d cannot sp activities knowledo

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I've been thinking about this. I think you're absolutely right. But DP accounts for this adaption. If you read Colvin's take, for example, it's clear that a big piece of DP is adapting where you apply it as you make progress. A golf player would start on improving basic skills, and work up from there. The same, I guess, would hold for grad students or any other field.

Not sure if it was in the research you took, but you should look to the example of the difference between surgeons and GPs in improving their skills. GPs didn't improve much over time because the feedback wasn't timely. Important when crafting your DP strategy.

Another great

I am defir departme might pu reading (\ analytica Heights\_ reading c enough to needed ir work, but make my

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This is the hyp

keep me updated if you actually put some DP plans into action.

It's also possible to achieve mastery in less than 10,000 hours in subject area that are so new that nobody has had time to invest that amount of DP yet.

Great point. I agree, in a field where people are still just dabbling, any amount of expert knowledge can make you stand out.

Do you think that it's better to separate or integrate DP from your ongoing daily work?

As we explore this question r hypothesis is t integrate DP ir modifications

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Has teacl literature Sign up to join the tens of thousands of readers who have my latest articles sent directly to their inbox.

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I haven't seen up new studie

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#### **Steve C**

January 7, 2010 at 4:52 pm

Josh Waitzken's story/book has a lot of this type of information. He took the principles of learning that he acquired mastering chess and adapted them to becoming a world champion in Tai Chi.

See: https://bit.ly/8aXGxA

Reply

## fnurrboll

January 7, 2010 at 5:40 pm

Cal,

a problem with that they ofter By induction". opportunity to stuck in your e already had a technique to u already spent

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Benjamin Pier using a theore course on prog have one TA (t

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which gives instant feedback on what you are doing wrong in your proofs. Full video here.

Please follow up with a blog post about how well your approach works for you. Blogs often talk about how to learn things from books but they rarely talk about how to ask the right questions or modify your approach to the research problem at hand by using what you have learnt.

Laura: some big shot that I can't recall the name of right now (Feynman? Hamming?) used to make lecture series about the subject he was learning right now. Even if he didn't make any progress on the research problems he would at least have something to show for it. This made it easier to start working on the problems since he was successful by just having held the lectures.

## Peadar Co

January 7, 20

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Cal, this is very myself as a Ph my interests m talks a lot about can help the lefeedback asperakes it so be you any feedback.

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where he talks about modelling theory in Physics. Modelling means the cognitive models you need to understand a topic, and this is perhaps very close to your ideas of deliberate practice. Rather than merely try to do the calculations, an understanding of the landscape of ideas is terribly important. For instance a Chess champion may know many different types of chess player, different styles. A Mathematical Physicist may know several different ways to compute certain integrals.

https://modeling.asu.edu/R&E/research.html

Reply

## paurullan

This post came computer eng is a big player to code a gam was enough slabecause I have to become gre Obviously writ great hacker (if the feeling of the encouraging.

This is going to

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#### Rachel

January 7, 2010 at 7:49 pm

## Hi Cal,

I'm a violinist myself, and have often thought about the applications of "practicing well" with an instrument (SLOW DOWN, always have a goal for practice sessions, observe, takes a thousand tries to break a bad habit, must be vigilant about said bad habit at all times (ie. don't ignore it to "work on something else")) and how those same guidelines apply to my studies.

Er, and I can also attest that 10,000 hours do not make you an expert. I've been playing for 10 years... and really am only a tad better than mediocre. Effo vs. external.

Keep up the g

# **READY TO GO DEEPER?**

Rachel

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#### Rachel

January 7, 20

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according my

not NECESSARILY make you an expert (if you're not focused, don't really care, etc.)

Rachel

Reply

## **RJ** Weiss

January 7, 2010 at 9:08 pm

Wow. One of my favorite articles from study hacks.

I'm looking forward to what you have to say about knowledge workers and this concept in future posts.

## **Channing \**

January 7, 20

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Excellent blog, number of top proof.

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However, there all the right prosoftware devel

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differentiate yourself from peers that do nothing if nobody notices; apart from personal satisfaction but then frustration will win the day. Not only do you need to put in the right practice, you need to be somewhere where your skills are appreciated.

Reply

## **Study Hacks**

January 7, 2010 at 10:03 pm

Josh Waitzken's story/book has a lot of this type of information

Good pointer.

Benjamin talk abou in an una programi is to have prover) pe instant fe doing wro

# **READY TO GO DEEPER?**

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Fascinating...

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used to make lecture series about the subject he was learning right now. Even if he didn't make any progress on the research problems he would at least have something to show for it.

I know at least two top theoreticians who do the same thing. When working on a big problem, one of the first things they do is schedule to give a talk on the problem.

Rather than merely try to do the calculations, an understanding of the landscape of ideas is terribly important

There's actuall professional place to amateurs. That through professional place complex conceptualizing

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and woul according 10,000 hrs make you

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Right. That's exyou do need to has to be the r

Also, you're smart to point out the importance of "internal" motivation. There's research that says intrinsic motivation is key for surviving the difficult DP needed to get good.

Reply

## **Amy Champ**

January 7, 2010 at 10:37 pm

Sounds awesome. Look fwd to hearing more and more, especially in this dissertation year. I'm trying to work during the day, so I can be human at night. Thanks for everything.

## **Liam McIve**

January 7, 20

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@ study hacks

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I think my accordidn't necessal graduate stude career did teach particular issue use strong discort X.

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I think the general theory of how to become good at anything can be learned, replicated in other realms and taught to others.

Reply

## **Leonard Desri**

January 8, 2010 at 2:36 am

Great article. I was thinking about how this applied to my study habits in Law School as well as in other aspects of my life and saw a lot of correlation. I look forward to reading more from this blog.

## prasanna

January 8, 20

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This is one of t Excellence! Cle mind. Good wo

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## Joe F

January 8, 2010 at 3:15 pm

Like the article mentioned, it would be interesting to find a DP that works for college students. First of all, who is willing to take up the challenge and construct a viable DP for college graduates? Or do we be our own teacher in this case and form our on DP?

Reply

Pingback: Creating an Effective Practice Routine | fretterverse.com

#### **Eric**

January 8, 20

## **READY TO GO DEEPER?**

In this context, Learning" by Jo chess player. T chess and spogreat ideas.

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#### Jacob

January 9, 20 10 at 2.02 arm

I feel like this might not be nearly as effective in research as in chess. In part, while it might be an extremely effective way to learn certain techniques and methods, it's no more helpful in giving you deep insight than the standard method of just studiously reading papers.

As far as writing and blogging, it can't hurt, but you have to be wary of making your goals superficial. Improving your prose to Hemmingwayesque-levels won't, as far as I see, do a lot to boost your traffic or book sales.

But I eagerly look forward to seeing how this works out. I hope you manage to figure out some great strategies!

### **READY TO GO DEEPER?**

#### supergirl

January 9, 20

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I think the prol sport/music/ch good feedback tuner and met aural training s I get a private with peer and performance v

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get a feedback session every day of the working week except Wednesday. Many of the necessary elements of success have clear, reasonably objective standards (like being in tune and in time) that ensures that most feedback is helpful. You belong to a long tradition that gives you an idea of what the top you're aiming for looks like.

Most other activities don't look like this. If you start a nonprofit, you can tell by the lack of donations that it's not working, but it's a mystery why people won't donate to it – you might think it's because of a bad cause, bad marketing, poor luck, etc, but no one is going to go up to you on a regular basis and say 'l abstain from donating because you fail to update me on the state of my microfinance loan via Twitter', the way a crotchety old singing teacher might say 'You will never amount to anything until you stop fudging your

fioratura and ti week. There m nonprofit like k but these are g you're really te there spend th profit leaders, heterogeneity like.

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#### Corina

January 9, 20

Interesting discussion.

It seems to me that central to deliberate practice is immediate/timely expert feedback. Otherwise it is the chicken and egg problem mentioned before, you learn through experience which techniques are best in your case, but this is a timewise costly road, and not really efficient.

Going back to applying DP to college students. I study engineering and grades are 100% end of semester exams in all classes (huge mass of information to be all tested during 2 weeks). There are no tests during the semester either, we only have to give in weekly problem sets which are corrected but not graded. So my feedback if my studying strategies worked are at the end of the semester. If they were not the right strategies,

then a semest If anyone has a this situation, \

Reply

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Xaq Rothm

January 9, 20

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Why am I....

...is the question that keeps me up at night.

Reply

#### carlos

January 10, 2010 at 3:44 am

I'm reminded of the story of a gentleman who was disappointed that he was passed over for a promotion that was given to someone who had far less time in the field. When he approached his supervisor about it the supervisor said, "There's a difference between having 20 years of experience and having the same experience for 20 years."

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#### Karl

**January 11, 20** 

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I know it's a good blog when I print a section out and post it on my wall. Great food for thought!

Reply

#### Rana

January 12, 2010 at 7:41 pm

I just Like This Blog So Much Thanks alot For Publishing these posts it's very

useful ...

Would you please tell me how many hours should be maximally slept per day, specially that we are having our final examsnow and have really alot of stuff to be done

## **READY TO GO DEEPER?**

#### Phil

January 12, 20

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Great Post and program" on the

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There's ac how profe problems amateurs they foun

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physicists build up much more complex (and abstract) ways of conceptualizing a problem, while newer

Could you please name a good paper on this or a researcher involved in this kind of research. I googled a variety of words and phrases, but unfortunately could not find anything coming close to this subject. Thank you.

Reply

#### Trace

Excellent post I'm also interes model for:

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1. Selecting wh

2. How to est. a

interest to kee

3. How to find

feedback loop

objective self-e

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Some books of

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Practice Made Anything Quic

The Inner Game of Tennis

Talent is Overrated

The Talent Code

A synthesis or process of finding a most effective practice technique would be an amazing project to tackle. I hope to read the results of your research soon and can contribute on the reading load if you can share your current sources.

Reply

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#### **David**

January 16, 20

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Dynamite Post teach applicat sure to check (

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collaborates w Talent Code" b Practice" and u

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What is so end

reminds us we don't need to put in 5000 hours to do something great. We can put in a few hours, try to do something great, and increment those hours upward until we are doing something magnificent well before hour 5000.

Reply

#### **Kimberly**

January 19, 2010 at 9:58 am

I think the biggest barrier to DP (at least for me) in computer science and research is getting immediate and expert feedback. There are paper peer reviews, conference presentations, and possibly internal seminars, but these are not

immediate (by a weekly meet Taking your ex rapper friend, I performance t all, if he doesn doesn't like it, basically guys

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programming Programming. together, agree they write. Goo met a program

looking at the

I am also remi

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all sorts of Asberger-like behaviour in an otherwise well-adjusted person, including myself. But ... DP is supposed to be hard too.

In the absence of a willing victim (er... programming partner) your Benjamin Franklin-like idea of working through paper proofs seems like a good start, but lacking the expert direction which would make it extremely effective.

Textbooks have perhaps more educational organization, but I expect you already know all the ones you need to by heart (not me!). I also like the idea of making lecture notes, and am putting all my stuff in a wiki as we speak. I look forward to the next instalment in your blog on this subject.

Pingback: Study F
The Science of Lov

## **READY TO GO DEEPER?**

#### Michael Tu

January 24, 2

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"I have possibly could tolerate while he typec like behaviour person, includi Your email address

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When I was at

the late 70s and earry ous, there was this grad student who positively delighted in having people watch him hack. He often kept up a constant patter — slightly tongue-in-cheek, dimwitted, self-deprecating — the whole time.

He never took himself too seriously. And he always pushing on to the next kind of thing he'd never worked on before, instead of specializing and milking his accumulated expertise for publications. It was as if he actually liked being a perpetual amateur or something.

Who? Bill Joy.

#### Rajiv

January 24, 2

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Cal, what a fas ways this could one could delil an expert in a specialized en people would highly and be autonomy in e

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#### Jason V

February 1, 2010 at 5:48 pm

How does this help with jobs that solely measure your worth by your output? Honed skills doesn't necessarily mean more output. Or does it?

#### **Study Hacl**

February 1, 20

### **READY TO GO DEEPER?**

How does solely me output? F

does it?

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If possible, whatever you need to be rested.

I can see many ways this could apply to law school.

If you look in the "Advice in Action" category of my archives, I think I have a case study of a law student who did exactly that.

Who? Bill Joy.

That's really co Malcolm Glady however, Bill w born at the pe computer revo In other words exactly the pra the first non-m

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Bougie

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#### Lorraine

February 3, 2010 at 4:38 pm

I've read some of your blog posts, I'm inspired!

Last semester in college and I'm trying out some of your study hacks suggestions. Particularly challenged by the idea of being so good such that others can't ignore you. Yet, it somehow eludes me how I can achieve it in my life as a teacher-to-be. What might DP look like for me? I'm going to practice "teaching" for at least the next 5 years?

Any advice?

#### Cara

February 4, 2

## **READY TO GO DEEPER?**

@Rajiv: unfortulaw. If you spectan be out of a tanks, either the changes in the colleagues have the work in the

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#### Roga

Is Malcolm Gla is all about har

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Short Answer...

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Irving Pode March 21, 201 We won't send you spam. Unsubscribe at any time.

This is a very compelling post. And so true.

Practice, practice, practice! And do it with

PASSION. In my experience, deliberate practice
cannot be fostered without the fire and heat of
passion, whatever generates it.

Now I have not read the preceding comments, and my statement may have already been observed. And if so, I guess I not far from the truth.

Reply

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#### **Jamey**

August 3, 201

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I have been real Benjamin Fran became an extension became an extension become another writer rewrite it over match the electoriginal work.

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#### Karl

June 25, 2011

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A Great read.

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Id be intrested

this DP is or coura be applied within subjects such as physiotherapy/ sports therapy / medical type subjects as DP would need to include aspects of both theoretical knowledge and practical skills. Would the combining of the two aspects be DP in practice? The example of the chess players requires only 'thinking' so if a subject area requires both does it change the way DP is undertaken?

To bring about DP is there a requirement of thought, personality, motivation, determination or the likes to succeed with it? As Real expertise at the mastery level sees beyond biased perspective and simple categories of "either/or" Real mastery entertains options which may not even be present. So while the optimist and the pessimist argue over whether the glass is half-full or half-empty- the 'realist' is able to point out the fact 'the

glass' is just to biased perspect the 'deliberate the subject the

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#### Alex

November 1, 2011 at 2:48 am

The question—is "Why don't I do this?" Because everyone, has always, wanted to get better at

what they're d perhaps only k decades, it's no concentration,

### **READY TO GO DEEPER?**

So—why? First It's unpleasant long—do you v reputation as t bounds, that's math means ledo you have a constant unple constant pressexceptional th

experience or

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drives you beyond normal human limits.

Something that's probably, actually, painful itself.

Or, you have lots and lots of small reminders that what you're doing is important. Reminders of the reason that you have to have. As an academic, you collaborate, you see other people working hard who keep you to a standard or excellence as part of a community of it. Or you keep in constant contact with the driving reason you're doing your work at all, the people you're trying to help, the situation you're trying to improve, whatever it is.

The problem is that so much of this thread, theory, and literature, makes the implicit assumption that mastery happens in a vacuum, that people have no better things in life to do than get good at an arbitrary task, and that pure will-power is enough to control your life.

I should know. sure it's not the (Disclosure/cre networks, CML

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#### Gorjan

December 16, 2011 at 3:39 am

Cal,

Discovered your blog for the first time about 15 minutes ago, following a link from one of the CopyBlogger posts. Just wanted to say a big Thank You for your effort. Outstanding writing, advice, and insights.

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#### Serge

December 29

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Why is being " promoted as s and competitive game, where c

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individuals can be happy. If one gains, another loses. This is warfare by other means. We should question an entire system which defines success in such destructive terms.

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**S Taylor** 

February 23, 2012 at 3:07 pm

Critical to this is that someone is watching and helping you correct your efforts to achieve your goals. It is important to have an expert vision of your goal for reference. In my short experience with singing lessons, having a professional signer listen to me was very tough. For those of you who coach kids basketball, I bet your kids loft the ball towards the basket over and over without really adjusting so that the next shot is closer to the mark.

#### **Larry Gluck**

March 1, 2012

#### **READY TO GO DEEPER?**

Fred Borchelt, presently high coach coined to perfect, practice practice, deep practice with a doing repetitic attain at that to window of you

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#### **Matt**

April 4, 2012 at 2:47 pm

From a college student perspective, I have really benefited from Deliberate Practice. This has mostly happened in my math classes where you must work homework problems everyday, they get progressively harder as you go along, and you get immediate feedback the next day in class when your homework is graded. It was difficult because math has never been a strong subject for

me, but it was learned somet

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permainan

April 21, 2012

great post, add to the spirit as well as very useful for me who are still learning to play chess.. •

Reply

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jo

May 9, 2012 at 6:09 pm

I am not in the academic field, but was intrigued by DP and how it can be applied in the work place. We are a programming shop but interact with different of encouraging of thinking and a work — creating deliverables vs programming/requested; fully can contribute ways, etc.

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I am thinking t required to be parts (say, com negoiate, get i view, etc.) we c & gain confide

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run we won't build experts but I still think there is benenfit that is gained from intentionally practicing a skill before putting out in the "real world."

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#### jus mangg

June 15, 2012

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his was a great I recently finish Daniel Coyle. It why deep pract for mastery of recommend it

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#### plumage

July 6, 2012 at 10:34 am

I've been struggling to try and turn these ideas into a programme for learning to write well. And i think it means breaking down the skill into different components. The first part of that perhaps is compiling list of things to work on. For

me as a writer aspects of 'ger creativity. fluer myself to write equivlanet to t being a sports per se but it er relaxed when this for about 4 large chunk of techniques fro exercises in a s wordsmithing lists of aspects few hours a da hour a day in a good literature.

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Alicia Brov August 24, 20

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I'm combining the idea of deliberate practice with an examination of successful people in my field (writing) to create an "Encyclopedia of Extraordinary Writing." I have a list of aspects to master: plot, scenes, characterization, etc. As I study works of extraordinary writers, I look at how they are successful in these aspects. Then I practice doing what they do. I hope that, as I master more and more, my writing will also become extraordinary.

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#### villas in Almoradi

November 2, 2012 at 5:10 pm

First of all I would like to say awesome blog! I had a quick question which I'd like to ask if you don't mind.

I was interested to find out how you center yourself and clear your mind prior to writing. I have had trouble clearing my mind in getting my ideas out there. I do take pleasure in writing but it just seems like the first 10 to 15 minutes are usually lost simply just trying

to figure out how to begin.

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Workers are Bad a

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The Journey Counts.com

#### Justin

November 26, 2012 at 3:41 pm

These principles can be applied to any endeavor.

For example, I notice that many people in my Muay Thai class, once they've become accustomed to kicking the soft "easy" pads, never move towards the harder pads. The hard pads really hurt when kicked, but how else can you develop shins of steel than through regimented punishment? I always make an effort to try to kick harder and to push through my regular pain threshold. I am currently at the point where the hardest pads in the gym do not hurt at all no

matter how ha that is enough able to kick so it hurting. And increase my fle well.

Basically not n

challenging th

systematic ma

just waiting to

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#### sklap

Hi Cal -

DP is a fascina historical prece in his Autobiog write by re-wri and fighter pile "off the mat" g mat" practicing

Thanks for the

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#### **Daniel**

November 11

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Practice does not make perfect, perfect practice makes perfect.

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#### **Alvaro Mor**

March 3, 2016

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#### **Galaxy Evan**

September 27, 2018 at 7:37 pm

I'm a big fan of Garry Kasparov and I always watch his games vs the other known players just to try to learn from them the best moves and tricks to be great in Chess and that's not easy at all but I read your article and I realised that I can improve myself easily using the tricks that you mentioned that's why I would like to thank you warmly.

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#### **Big Chris**

February 5, 2019 at 2:31 pm

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#### Beau Taille

April 23, 2020

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Hey Cal thank:

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I'm a classical/diving into lots practice.

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Being a music

the research on deliberate practice and I've found this is often not the case.

There are staggering amounts of ineffective practicing philosophies out there among musicians and it's wild.

I noticed two really interesting things in my analysis of musicians applying the ideas of deliberate practice:

1) Simply learning to play a piece composed by someone else can be fine tuned with deliberate practice philosophies and practice strategies. This can be game changing for people not well acquainted with ideas of deliberate practice, deep work, goals, amount of reps needed, having the right perspective of effort etc.

2) A lot of mus mastered skill forward with the of musical dev musicians and meaningful ca almost always intricate syster and pushed th complexity inv elements of m person to have multiple doma the best jazz c pianists, guitar new boundary

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deliberate practice into an area of uncharted waters. This ability to apply deliberate practice into a new territory that no one else has mastered produces great musical careers.

Another interesting finding is how many highly trained classical musicians are completely unable to compose their own music or improvise even simple melodies. My observation is the path of mastering how to play music/an instrument requires deliberate practice but it is relatively straightforward and coaches/training programs are wildly available.

Learning to compose/improvise does not have the same well paved path. Not as many people have this skill set to learn from, the training is very hard for most people to do without a coach and it can be hard to get feedback on your progress.

In this example show up, espe composer-at-k domain) but the deliberate prace benefits, but pubecause they a

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Another odd fi and/or "artists" thinking or stru "killing the art' seems like an you've uncove

the musical/ar

phrase to ratio

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involved in deliberate practice and I bet has ruined many potentially fruitful music/art careers.

Reply

#### **Alexander**

September 1, 2021 at 3:49 pm

Amazing post, Cal! (My team and I have stumbled upon it in search for the all-time greatest articles on improving oneself that we feature at One Daily Nugget. We featured this article in yesterday's issue.)

When reading the post we had one question. How much of a delta is there between the number of

hours of DP fo performance c tradition if one professional in

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You mentioned integrating any schedule will e acceptable-lev peers". But will in a field with coptimization?

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Let's say, I am aside one hour study of the m

It is absolutely true that in some time, I will likely be better at my field than, say, 90% of my peers. However, it is unlikely that I will be the next Kissinger. To become one, wouldn't I need to spend the same 10,000 hours of deliberate practice in diplomacy as grandmasters do in chess? In that sense, if we want to become better than 90% of people in diplomacy, it requires fewer hours in DP than becoming better than 90% of chess players. But to become better than 99% of other people will require roughly the same amount of deliberate practice both for diplomats and the chess players (in both cases, we would be competing only against the best of the best, who are likely spending a lot of time on deliberate practice themselves).

The implications would be that if we want to become experts in our communities (local

experts), it is n field where the optimization. For the air not matter that not matter that sign up to join the tens of thousands of readers who have my latest articles sent directly to their inbox.

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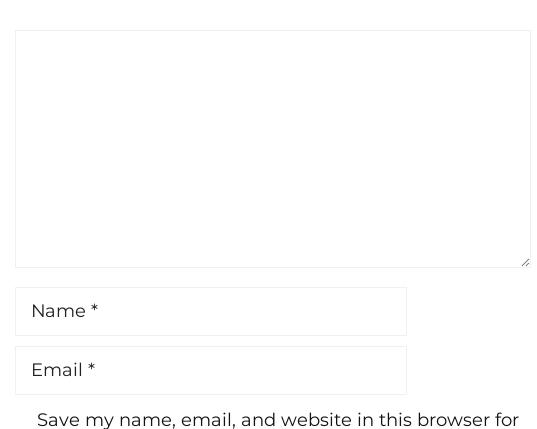
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