

ROOKIE SMARTS

*Why Learning Beats Knowing
in the New Game of Work*









by LIZ WISEMAN

Rookie Smarts

Rookie Smarts is how we tend to think and act when we are mindful that we are doing something for the first time. The rookie and veteran modes are not classifications of people; they are modes of behavior we can slip into and roles we tend to assume. We can be in a rookie mode in one aspect of our work and in veteran mode in another.

Rookie Smart Modes and Mindsets

The following chart summarizes the four rookie smart modes and mindsets (our state of mind in this mode). This is contrasted with the “veteran comfort zone,” or the way we tend to think and act when we have experience.

ROOKIE SMART MODE ZONE	VETERAN COMFORT ZONE
 Backpacker Unencumbered	 Caretaker Protecting
 Hunter – Gatherer Alert and Seeking	 Local Guide Advising
 Firewalker Cautious and Quick	 Marathoner Steady Pace
 Pioneer Hungry and Relentless	 Settler Comfortable

Re-igniting Your Rookie Smarts

Rookie smarts is not the exclusive domain of the young, the inexperienced, or the naïve. Even the most experienced and successful professionals can renew themselves and find their rookie groove again.

Visit the website



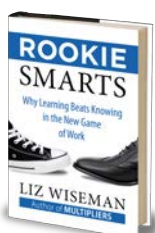
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Take the Quiz



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Get the Book



Try an experiment





Teleport Yourself

Rediscover your rookie state.

Transport yourself in time and place to when you were new to an important piece of work or challenge. Remember how you felt, what you did, and how you approached the work. Use this insight to help rekindle a rookie mindset in your current work.

Recall:

Identify a time when you were a rookie (new to an important, hard task)

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Reflect:

1. What could you see that others couldn't?

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2. Who did you seek out for expertise or guidance?

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3. What did you do to prove yourself quickly?

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4. How did you get feedback and stay on track?

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5. How did you recover from mistakes?

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