



PSIA-RM

Fitts & Posner Stages of Motor Skill Learning

Stages of Learning	Characteristics	Attention Demands & Activities	Scorecard Describers
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](#)