



LEADERSHIP MODULE – FAILURE

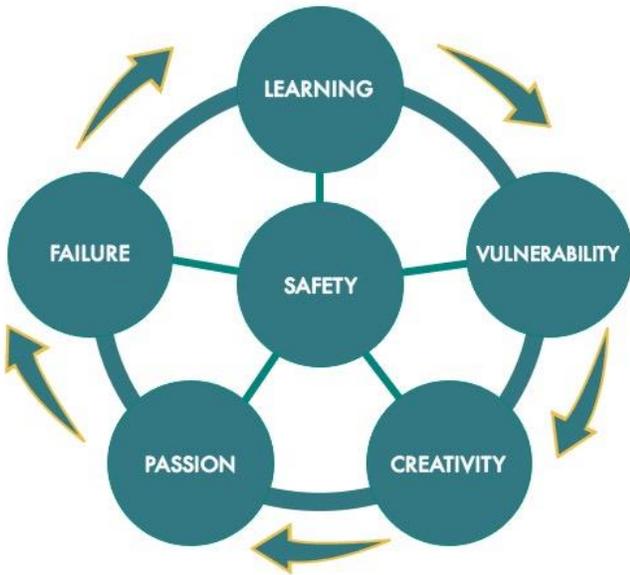
How do you feel when you fail?

What stops you from trying?

When given the opportunity to take a chance on something new, how **afraid of failure** are you?



SHIFTING THE PERCEPTION OF FAILURE



THE WHEEL OF FAILURE
concept by Dan Fail

If you were to think about failure in a cycle (or wheel in this case), sometimes the hardest place to start is at the beginning, when we feel vulnerable.

This concept posits:

- If you start with **vulnerability**, you open yourself up to being more creative
- Once you're **creative**, you begin to become more passionate about the topic/subject/conversation
- That **passion** will give you the chance to try, and possibly fail
- That **failure** will allow you the chance to learn
- And all of this can happen when you feel **safe**, knowing that who you are and what you bring to the table is valuable

@DANFAIL

VULNERABILITY

What is the first feeling that comes to mind when you hear the word **vulnerable**?

How does being vulnerable make you **feel**?

What **stops** you from being vulnerable?

How do you feel **after** you've been open/honest with someone?

CREATIVITY

When do you feel the most *creative*?



How can you create times to be *bored*?

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PASSION

What are you *curious* about?



When that *spark* ignites, how does that make you feel?

FAILURE

When we invite passion

**WE INVITE
FAILURE**

Think about all the times you failed...

- Maybe you overslept one day.
- Maybe your New Year's resolutions didn't last the month.
- Maybe you didn't pass a test.
- Maybe you let someone down.

But you're still here.

Failure isn't the end. *It's just the beginning.*

LEARNING

Picture the **process of change** as an upward winding path that looks like a spring or a cyclone. As you travel upward on your path you will have **points of failure** and with each point of failure comes an **opportunity to learn**. While it may feel like a set-back each time, when you look at the overall path you can see how far you have actually traveled. **Good leaders will promote experimentation**, it is through these experiences that you can recognize and analyze what can go wrong. *Each failure is actually the process of learning.*



SAFETY

The concept of psychological safety is the belief that you will not be punished for making a mistake. Studies have shown that psychological safety promotes creative thought, moderate risk taking, and sharing of opinions.

Who do you consider to be a member of your **safety net**?

☐
☐
☐

NOW THE WORK BEGINS

To help you here are some questions to consider for each step in the process. We encourage you to discuss these questions with the members of your organization/team.

Safety: How can you make sure you members feel safe enough to try something new? What is needed to create an environment where members feel safe to voice their thoughts?

Vulnerability: What does vulnerability look like in your organization/team? How can you build trust among members to encourage vulnerable moments?

Creativity: What are small ways that you incorporate creativity into your life (think about your hobbies, interests, etc.)? When during your day can you be alone with your thoughts (showering, waiting in a line, driving, walking, etc.)? What are some ways that you could encourage creative moments in your organization/team?

Passionate: When are members most passionate? What are some of the things that block passion in your organization/team? How might you address those blockers?

Failure: How can you create an environment in your organization/team where failure is part of the learning process? Who can support your organization/team in times of failure to create educational moments?

Learning: How can you incorporate celebratory moments in to the learning process for your organization/team? What are some areas in running your organization/team that could be considered learning moments?

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