

*Module 1:*

# **Practicing the UNFRAGILE Way to Work Through the Failure Process**

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# Understanding Failure as Feedback

Failure can be a powerful teacher, offering invaluable insights about our actions, choices, and mindset. Embracing a growth mindset allows us to see failures not as setbacks but as opportunities for learning and development.

## KEY CONCEPTS:

01

### **Growth Mindset:**

Cultivating a belief that abilities and intelligence can be developed leads to resilience. For example, when a project fails, instead of giving up, examine what went wrong and adapt.

02

### **Control the Controllable:**

Focus on aspects you can influence. If a presentation doesn't go as planned, you might not control the audience's response, but you can control your preparation and delivery.

03

### **Self-Awareness:**

Reflect on your thoughts and feelings regarding failure. Understand your emotional triggers and decision-making processes. This awareness can guide future responses to challenges.

04

### **Debrief:**

After a failure, take time to examine what happened. Discuss the event with your team to gather diverse perspectives and identify lessons learned.

# Create a "Failure Reflection" Journal:

After each failure, take a few minutes to write down the following...

## 01. What happened:

## 02. How you felt:

## 03. What you learned:

## 04. How you can improve next time:

# Set SMART Goals:

**Specific:**

Clearly define what you want to accomplish.



**Measurable:**

Identify how you will measure progress and success.



**Achievable:**

Ensure the goal is realistic and within reach.



**Relevant:**

Make sure the goal aligns with your broader objectives or values.



**Time-bound:**

Set a deadline or time frame for achieving the goal.



## Example:

If a presentation wasn't well-received, a SMART goal could be: "I will practice my next presentation five times in front of a peer group to receive constructive feedback by [specific date]."

# Schedule Regular Debriefs:

Set a recurring team meeting to discuss recent challenges and failures openly, identifying one key takeaway and how it can be applied going forward.

**Start by listing out the dates below:**

|                |                 |                  |
|----------------|-----------------|------------------|
| <b>January</b> | <b>February</b> | <b>March</b>     |
|                |                 |                  |
| <b>April</b>   | <b>May</b>      | <b>June</b>      |
|                |                 |                  |
| <b>July</b>    | <b>August</b>   | <b>September</b> |
|                |                 |                  |
| <b>October</b> | <b>November</b> | <b>December</b>  |
|                |                 |                  |

# Monthly Debrief

Date:

## Recent Challenges and Failures

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## Key Takeaway

01

## How it can be applied going forward:

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# Practice Mindfulness:

Spend a few minutes each day reflecting on your experiences, focusing on what you can control. This can enhance self-awareness and reduce stress related to failure.