Welcome!

Please sit at a table with handouts.

**FLIPPING THE MINDSET:**
Reframing Fear and Failure as Development Catalysts

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**Session Objectives**
- Examine fears that stymy innovation
- Reflect on a particular failure
- Strategize solutions and growth opportunities
- Develop a “flipping the mindset” action plan
19/23 responded to demographic questions.

Years Experience in the Field

- 10+ yrs
- 7-9 yrs
- 4-6 yrs
- 1-3 yrs
- Less than 1 yr

Role/Position

- Administration
- Director
- Faculty
- Other CTL Staff

Challenging Situation Settings

- 32% Consultations
- 32% Workshops
- 36% Meetings/Requests

How does it feel to fail? Because...
Describe how you felt during an event or interaction that did not go so well:

Why does analyzing failure matter?
Reflection in Learning and Professional Development (Moon, 1999)

- Noticing
- Making Sense
- Making Meaning
- Working with Meaning
- Transformative Learning

“Disillusionment from Failure as Successful Learning” (Cusin, 2011)

- Failure Identification
- Failure analysis and interpretation
- Storage of knowledge acquired
- Specific utilization of knowledge

iDeAS Process (Baudier, Boyd, Stromie, 2013)

- Identify and describe a recent failure
- De-brief the failure
- Analyze the failure
- Strategize solutions, plans for moving forward

IF YOU DO WHAT YOU ALWAYS DID YOU’LL GET WHAT YOU ALWAYS GOT
Reflective Strategies

- De-brief with colleagues or director
- Follow-up consultation
- Self-reflection/Meditation
- Re-write the story
- Review handouts recalling events

Deliberate Experimentation

Thoughtful Failures...

- Result from thoughtfully planned actions
- Have uncertain outcomes
- Are of modest scale
- Are executed and responded to with alacrity
- Take place in domains that are familiar enough to permit effective learning

S. Sitkin 1992
Now that time has passed, what would you have done differently, if anything?
References

- Caw, R., Salovey, P., & Schutz,他认为您的组织或我们公司可能需要采取行动来改善沟通和交流。在近日发表的一篇研究中，他们提出了一些具体的改善策略，包括提高员工的沟通技能、创造一个开放和包容的环境，以及定期进行沟通评估和反馈。这些策略不仅有助于增强团队凝聚力，还能提高工作效率和员工满意度。我们建议您考虑将这些策略纳入到你们的沟通管理计划中。