

Fail Better; There's No Growth in Perfection

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Objectives

1

Define failure and how it impacts professional knowledge and growth.

2

Discuss and describe approaches that transform failure into resilience, humility, and motivation.

3

Apply strategies for improving the case manager's responsibilities such as maintaining knowledge and evidence-based innovations.

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Disclaimer

- The content presented does not represent the opinions or views of the United States Government, Department of Defense, the U.S. Navy, or the Veterans Health Administration. It is the sole creation of the speakers.

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Why Are We Here?

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FAILURE is SCARY

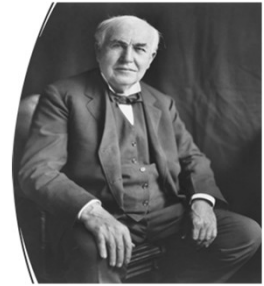


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Failure #1

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Failure #2

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Failure #3

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Failure #4

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What is Failure?

"Ultimately, all have to decide for ourselves what constitutes failure, but the world is quite eager to give you a set of criteria if you let it."

-J.K. Rowling, 2008

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Definition

- Social concept of not meeting a desirable or intended objective.
- Opposite of success; lack of success.
- Omission of an occurrence or performance.

-Merriam-Webster Dictionary

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Embrace FALLING; Not FAILURE

• [Simon Sinek](#)

• [RingVideo](https://www.bing.com/videos/riverview/relatedvideo?q=simon+sinek+failure+video&mid=3A709EE3E75CC7B79BC43A709EE3E75CC7B79BC4&FORM=VIRE) <https://www.bing.com/videos/riverview/relatedvideo?q=simon+sinek+failure+video&mid=3A709EE3E75CC7B79BC43A709EE3E75CC7B79BC4&FORM=VIRE>

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How do Case Managers Fail/Fall?

- Poor Communication
- Lack of engagement in professional development/lifelong learning
- Functioning in their "lane" or siloed care
- Lack of resources- staffing, community, knowledge

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When is Failure Valuable?

"I have not failed. I've just found 10,000 ways that won't work."
-Thomas Edison

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Resilience

- OK to fail; not ok to give up.
- Sustain a hopeful outlook.
- Focus on what you can control.



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Humility

- Being humble
- Asking for help
- Needing a "time out"
- Facing the failure head on



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Value

- What you learn from failure is a lesson for others-how does this relate to case management?
- Public good or benefit to society.

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Flexibility



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Growth

- Mindfulness
- Don't make rash decisions (flight or fight)
- Be conscious of your decision (pay attention)
- Authenticity

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Motivation

- Focused
- Don't lower your ambition or your standards

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Experience

- Owning mistakes.
- Taking responsibility rather than blaming others and external factors.

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Knowledge

- Failure requires more careful examination than success.
- Analyze to understand the root causes.
- Quality management processes

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Zen moment



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Accept Your Feelings

- Mad, sad, disappointed
- Allow yourself a short time to feel & release feelings



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Use Failure to Make Friends

- You appear more human.
- Cultivate closer relationships.
- Networking is valuable and essential.



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Focus on Long-term Goal(s)

- Tolerate short-term setbacks
- Realistic optimism
- Analyze to understand the root causes

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Do the Hard Things

- Focus on and prioritize doing the hard thing
- Ethical responsibility

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Challenge Yourself

- Push beyond your comfort zone.
- Strengthen your response to failure.
- Shift your mindset and focus on what you & your team can control.

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Practice Self-Compassion

- Self-talk; what does yours sound like?
- Speak kindly to yourself; not self pity.
- Radical self-care=Necessary maintenance.

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What do You Do with a Dim Flashlight?



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Where are You with Your Failures/Falling?

- Yes, Failure is scary
- What are some actions you can take- a plan?
 - Introspection
 - Owning the journey
 - Words and deeds (walking the talk)

"Success is not final; failure is not fatal; it's the courage to continue that counts."

-Winston Churchill

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No results? Keep working.
Bad results? Keep working.
Great results? Keep working.
Consistency is key.

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Questions

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THANK YOU!

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