



Failure sharing for lifelong learning

Increase resilience and new perspectives for increased success

Every organization has successes and failures. We have learned to celebrate successes with awards, rewards, recognition, and shout-outs, however, this has created a success culture, where failures can feel embarrassing or demoralizing, and therefore the benefits of sharing failures are difficult and often overlooked.

There are many ways that failures can benefit us, we can learn as much from failure as we can from success. Within a team sharing failures can:

- Be a critical driver of high-quality decision making
- Create healthy team dynamics with deeper understanding, bonding and connecting
- Create new processes and improvements to avoid future failure
- Increase innovation and ideation through the deconstruction of failure
- Enhance motivation and momentum for change

Failure-sharing encourages us to create a safe space to share failures and increases the opportunity to learn. In the same way, we would use a 10-minute stand-up meeting to find synergies in projects, we can use a 10-minute failure-sharing meeting to uncover things that don't work and explore why, so we can ensure success the next time. This way we will never repeat the same mistake as you will easily identify similar situations, we build resilience and new perspectives, let go of perfectionism and increase gratitude and appreciation for your team and the space they hold for your failure/learning together.

“Failure is essentially a free education: How cool is that?” – Sophia Amoruso



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Raj has led strategic planning efforts for customer experience, human capital transformation, and change management, defining crucial metrics to ensure sustainable business growth. She is an expert at leveraging market research and think tanks for successful market entry and growth initiatives. → [in](#)

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