

LEARNING FROM MISTAKES

Remember that
life's greatest
lessons are usually
learned at the
worst times and
from the worst
mistakes.



WHAT IS THIS SKILL?

In the world in which we live, it often feels like we have this pressure to constantly perform at our best, act our best and be our best all of the time. This can lead to the mindset that making a mistake is a bad thing and should make us feel inadequate.

However, the truth is that mistakes and learning from mistakes are some of the most **valuable** and **enjoyable** parts of life. Having a life with zero mistakes is not only unrealistic but also **undesirable** because it's fake, removes the fun of real life and the feelings of strength and resilience from learning from failure. Mistakes and learning from them make us into who we are.

Mistakes are therefore CRUCIAL TO OUR SUCCESS.

Learning from mistakes is the skill of being able to understand that something you did was wrong or could have been done better, and that **it's okay**. Learning from mistakes involves having the purpose to better ourselves and grow in order to avoid making the mistake again, and act with a different, better intention in the future.











Everyone makes mistakes in life, but that doesn't mean they have to pay for them the rest of their lives.

Sometimes good people make bad choices. It doesn't mean they're bad, it means they're human. -unknown

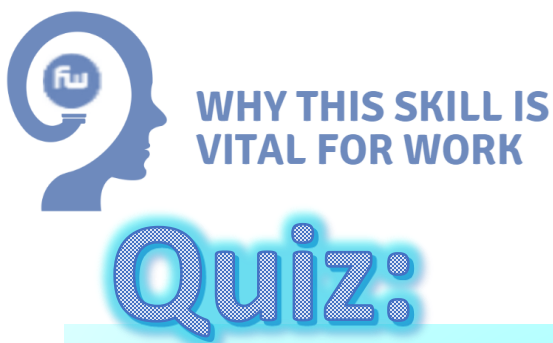
Try to list in your mind 3 times you have made a mistake and learnt from it without realising. Recollect how learning from it has made you grow, feel stronger and have higher self esteem.



To begin, rate yourself on how strong your ability is on learning from mistakes

 PROBLEM SOLVING Rate yourself						
	1 Not great	2 Need help	3 OK	4 Improving	5 Mastering	
Learning From Mistakes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

ARE YOU UP FOR THE CHALLENGE TO DEVELOP SKILLS IN LEARNING FROM MISTAKES?



Scenario: You are at work and one of your colleagues tells you that you accidentally said something that offended another colleague in a meeting by mistake and they are feeling upset about it.

Do you...

- A) Get defensive towards your colleagues and say that they don't have a reason to be offended about what you said.
- B) Pretend it didn't happen and move on with your day.
- C) Try and find a way to place the blame on another person or the situation.
- D) Try and understand the reason why your action offended your colleague and bring it up in a conversation with them. Apologise, and show that you understand their perspective and are trying to learn from your mistake.

✓ Learning from our mistakes is **vital** for work because it is important to tell colleagues and/or bosses if you have made a mistake. It's also beneficial to say and show that you are learning from the mistake. This is why option D on the quiz is the best approach to take.

- ✓ Admitting a mistake and learning from it can feel scary to do, but it is **always** a lot easier than we think it is. People also don't expect others to apologise and admit their wrongdoings so it makes you look really **good** in the eyes of your boss when you do apologise. **Maturity** and having **ownership** over the fact that something was a mistake is a rare **strength**.
 - ✓ Also, the consequences of choosing not to learn from a mistake can potentially make bosses see you as unreliable. In some situations, this could lead to someone being fired if the mistake severely impacts another employee or the company.
- You've Got This!*
- ✓ Again, this seems scary! But the important thing to remember is that it is okay to make mistakes in the workplace, everyone does all of the time. What matters is **trying your best** to learn from the mistake.
 - ✓ Future work will be done more effectively and easily after learning from our mistakes.

What feels difficult in the short run

Will pay off in the long run



HOW THIS SKILL
IS RELEVANT TO
MY PERSONAL LIFE

Being able to learn from mistakes increases our **personal development** and **confidence**. This is because it involves acknowledging the fact that we can take ownership over the actions that we have done, and have **peace** within ourselves after having made a mistake. The payoff of learning from mistakes is **valuable**.

Learning from mistakes also strengthens our relationships with other people. For example, if we make a mistake in a relationship or friendship, learning from the mistake helps us to learn about other people, what may hurt other people and how we can make relationships work after we have made a mistake.



How can I master this skill?

So, learning from mistakes is important, but how can this skill actually be mastered....

The only sure way to avoid making mistakes is to have no new ideas.

Albert Einstein

Step 1:

The first step to learning from mistakes is internal. It is recognising that the negative associations around making a mistake and admitting to it are due to our ego. We are told that we have to be perfect all of the time, and that makes our ego feel that admitting failings is going to end badly. But it is this thought that is the problem. The belief that we CAN admit to our mistakes and it will make us feel happier and won't lead to anything bad is the first step.

Step 2:

Recognise that what we've done is a mistake and realise that we have already grown into better people/employees since that mistake. Recognising the mistake shows our growth and that we will succeed better next time. Acknowledge that the work on learning from the mistake has already started.

Step 3:

Take action on correcting and learning from the mistake. See below and on the next page for this.



1) Think about the mistake and the reasons why it was the wrong thing to do. For example, if the mistake occurred because of you affecting someone else, internalise being on the receiving end of the mistake and how it could be perceived as wrong, even if you didn't mean to make the mistake.



2) Apologise to the people affected by the mistake. Explain honestly that you understand that it was a mistake and that it won't happen again.

3) Think of alternative things that you could have done instead in that situation. For example, if you made a mistake on a work presentation or project, make a list of the different ways that you could have approached the work.

4) Think about the thought process made when making the mistake, and how if that thought process comes up again, you can approach the situation differently using the list of solutions that you have thought of.



The Facework Skill Challenge

After reading to the end of this page, list your top 3 techniques that you feel will help you learn from your mistakes the best.

Write in a journal or notebook as an outlet if you are feeling emotions such as guilt or sadness about the mistake

Think about the personal benefits of putting effort into learning from the mistake, so that next time the mistake is made, this learning process can be repeated.

Practical ways of learning from mistakes long-term

Think of ways in which this mistake can grow you personally. Think of who you were when you made that mistake and who you are now that you have learnt that it was the wrong thing to do. Be proud of your growth and the new qualities you have developed.

Learn that we can only do so much and are not perfect. Learning from mistakes shows us which relationships can withstand mistakes being made. If we've apologised and the person affected is still holding it against us, then we learn to question whether this is a person that we should still have in our lives. This can also apply to a work environment. If your workplace becomes toxic for you after you've made a mistake, even though you have apologised and corrected the mistake, it may be time to bring this up with your colleagues or consider distancing yourself from them.

Talk to someone you know and trust who has made a similar mistake. Ask how they learnt from it and how they feel now that they have learnt from it to inspire you.

How would you now rate your skills in Learning from mistakes?

P

PROBLEM SOLVING

Rate yourself

1

Not great

☐

2

Need help

☐

3

OK

☐

4

Improving

☐

5

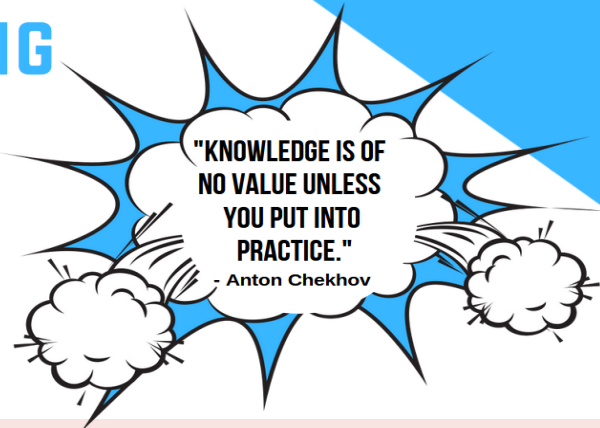
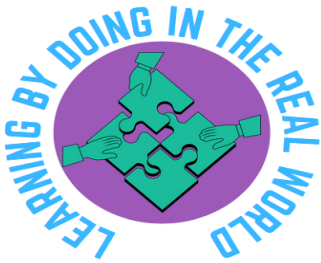
Mastering

☐

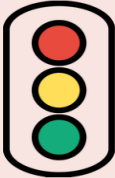


Learning from mistakes

LEARNING BY DOING



1. To continue being better at Learning from mistakes what am I going to



stop doing?
continue doing?
start doing?

2. Who is going to help me keep on track?

.....

3. How will I see the difference?

one week
one month
one year.....



4. Who will I share my knowledge of this skill with?



.....



5. Which Character Strengths will I need? Highlight them below!

Appreciating Others	Bravery	Creativity	Curiosity	Fairness	Forgiveness	Gratitude	Honesty
Hope	Humility	Humour	Judgement	Kindness	Leadership	Love	Love of Learning
Perseverance	Perspective	Prudence	Self Regulation	Social Intelligence	Spirituality	Teamwork	Zest

Learn more about Character Strengths at www.facework.online

6. What would you change, add or remove to improve this worksheet ?

send suggestions to info@facework.online