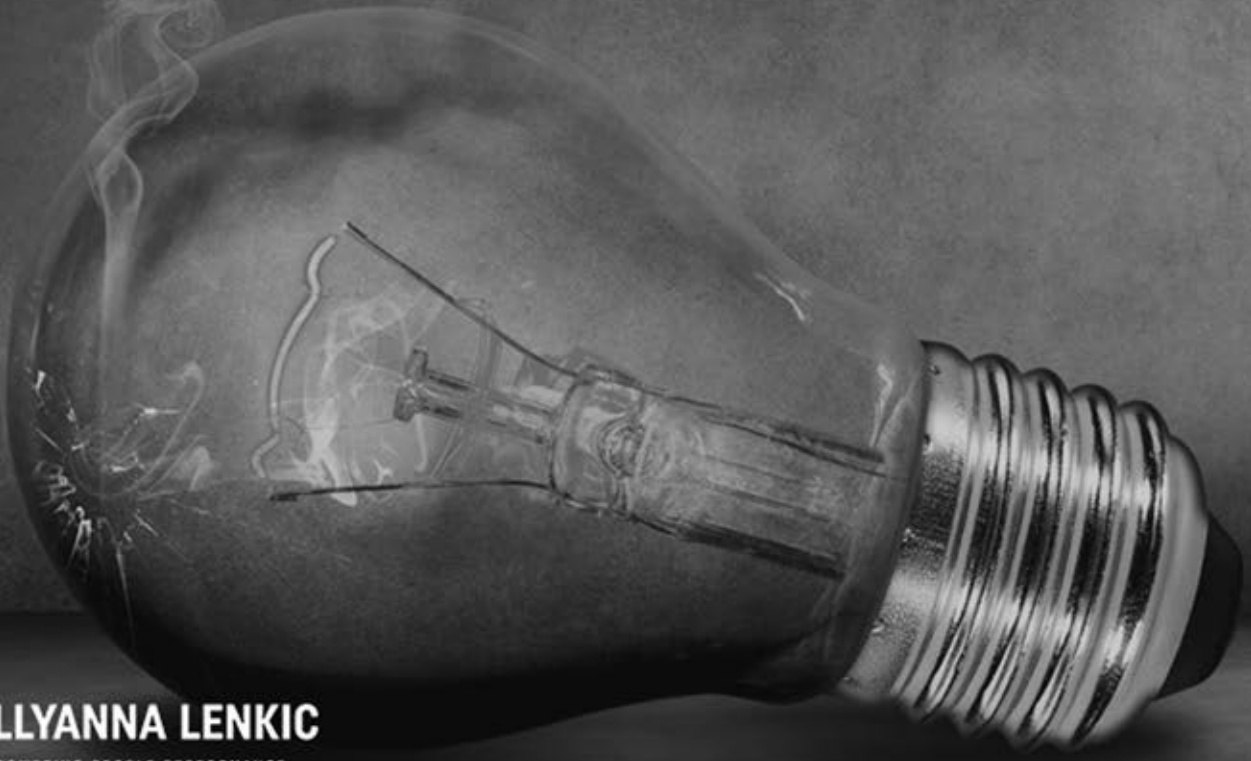


Instant success syndrome



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EMPOWERING PEOPLE PERFORMANCE

We all love a success story, it fills us with what's possible. This has a flip side: sidestepping all the failures that led to success: Comparison: I'm not as talented, connected or motivated as they are. "I just feel like I'm a failure every day", shared one of my clients. He was missing the mark in some areas, and he was learning, adapting and making changes with positive results.

Creating a structure to highlight the learning and changes from the failures created some positive shifts both in mindset and outcomes. Which took him to a more constructive place.

Let's drop the unrealistic expectation of needing instant success. Sarah Blakely CEO of Spanx attributed her business success to her father asking her every day 'What did you fail at today', then giving her a high five. Setting up a very different path with her relationship with failure.

How we manage failure is crucial to how we manage success, in ourselves and others. How we communicate this to others in our actions when they fail is equally important. Is it safe to fail in our organisations, in reality, sadly not often? Let's not confuse learning from failure with a lack of accountability.

Pollyanna