

FAILURE LAB



HELLO
MY NAME IS

Anna Baeten

- **Failure Lab - Partner/COO/Director of Corp Training**
- **Educational Background: Biology & Professional Ethics**
- **Professional Background: Organizational Scaling, Marketing, & Leadership Development**
- **2 Kiddos (Emerson & Porter) + 1 Black Cat (Kimchi)**

Destigmatize Failure & Combat Perfectionism in the Workplace



**Failure Lab:
The Backstory**

**Why Talk
About Failure?**

**Perfectionism
& Burnout**

What to Do?

Questions



FAILURE LAB

The Big Picture

**Understanding
ME
(self)**

**Understanding
YOU
(others)**

**Understanding
US
(interactions)**

Destigmatize Failure & Combat Perfectionism in the Workplace



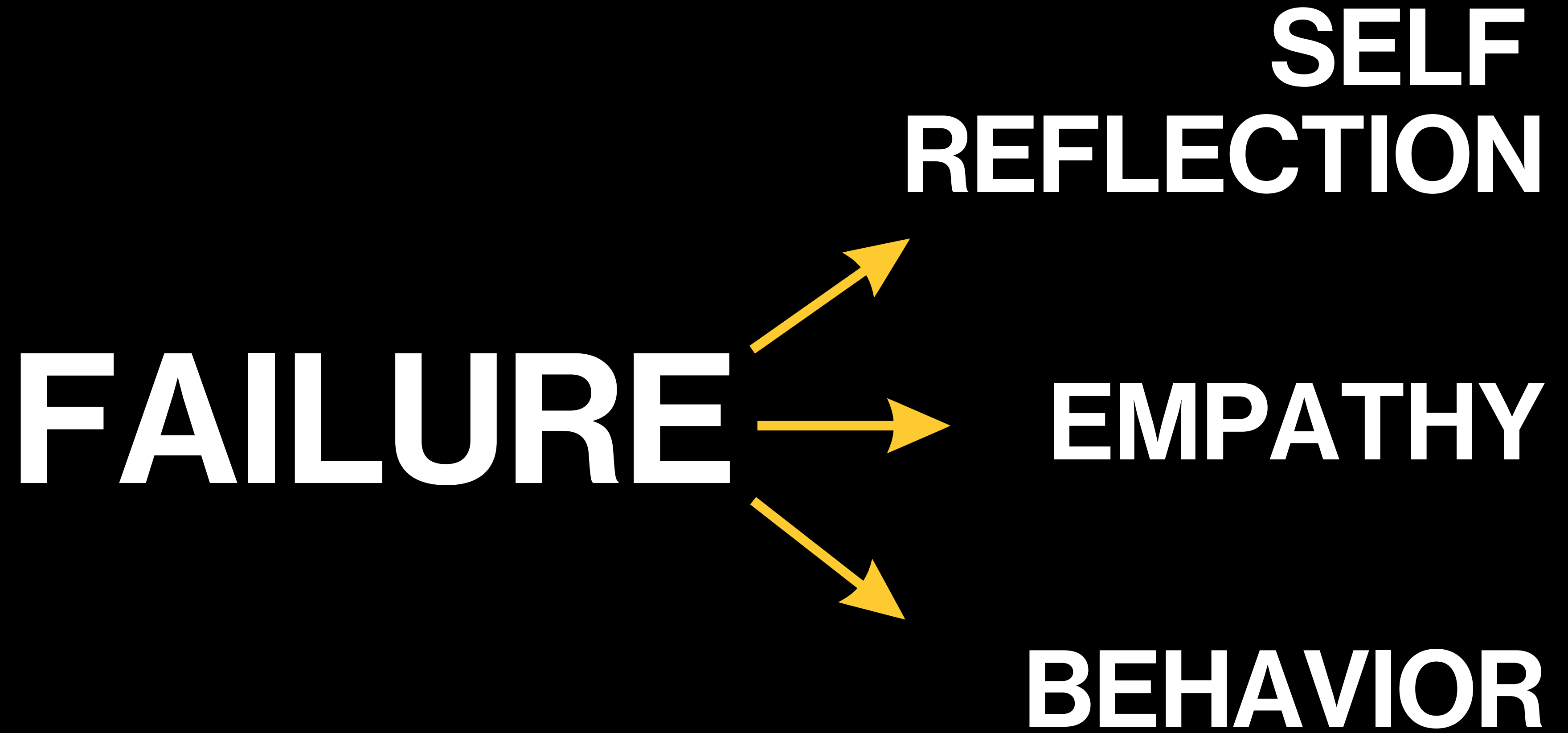
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**"The opposite of experiencing shame
is experiencing empathy.
Shame can't survive empathy."**

-Brené Brown

What experiences **FEEL
like failure to you?**

The Failure Lab Archetypes

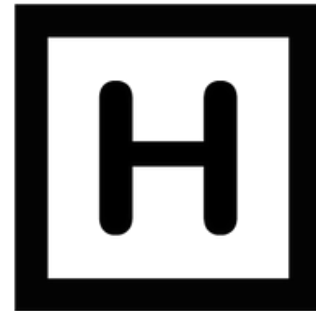
Warrior



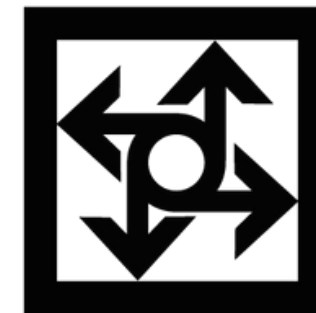
Survivalist



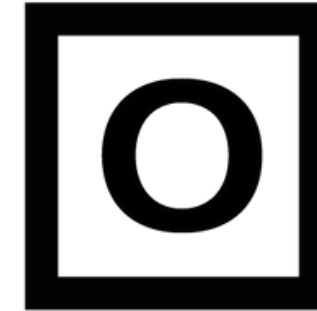
Happy Denier



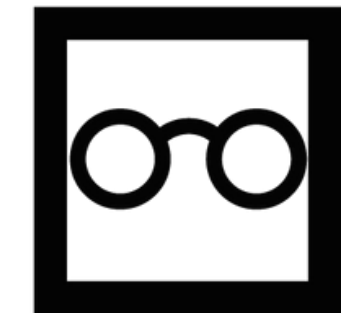
Deflector



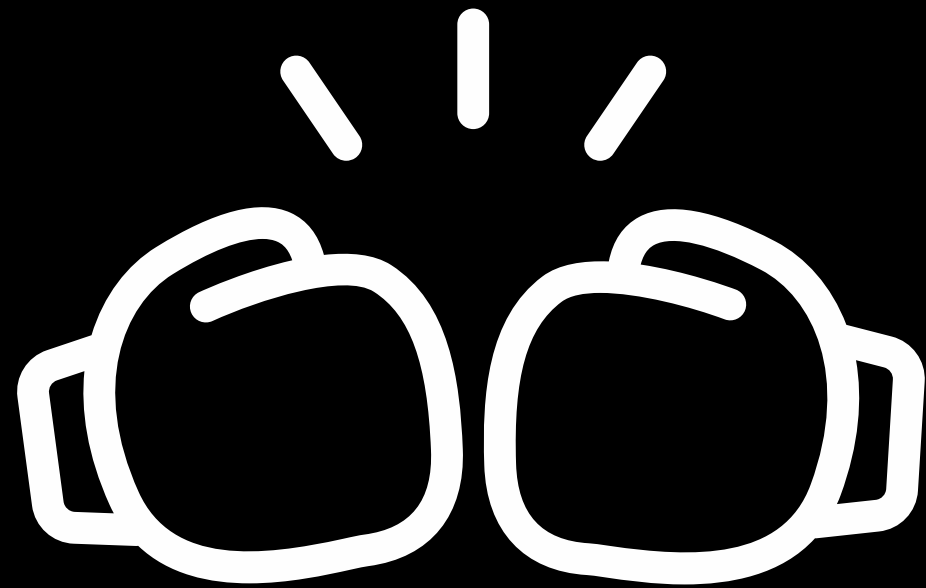
Obsessor



Professor



FIGHT



FLIGHT



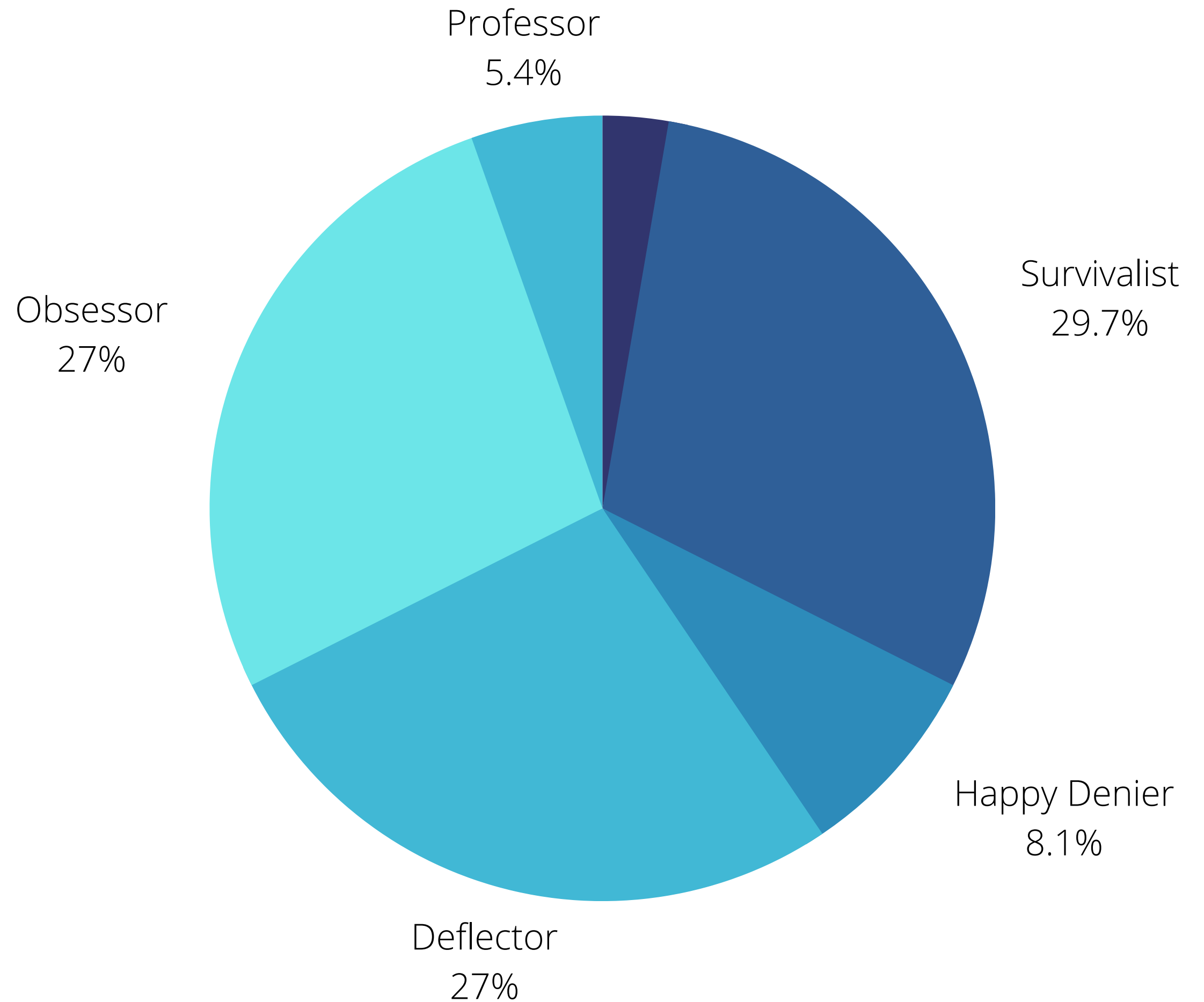
FREEZE



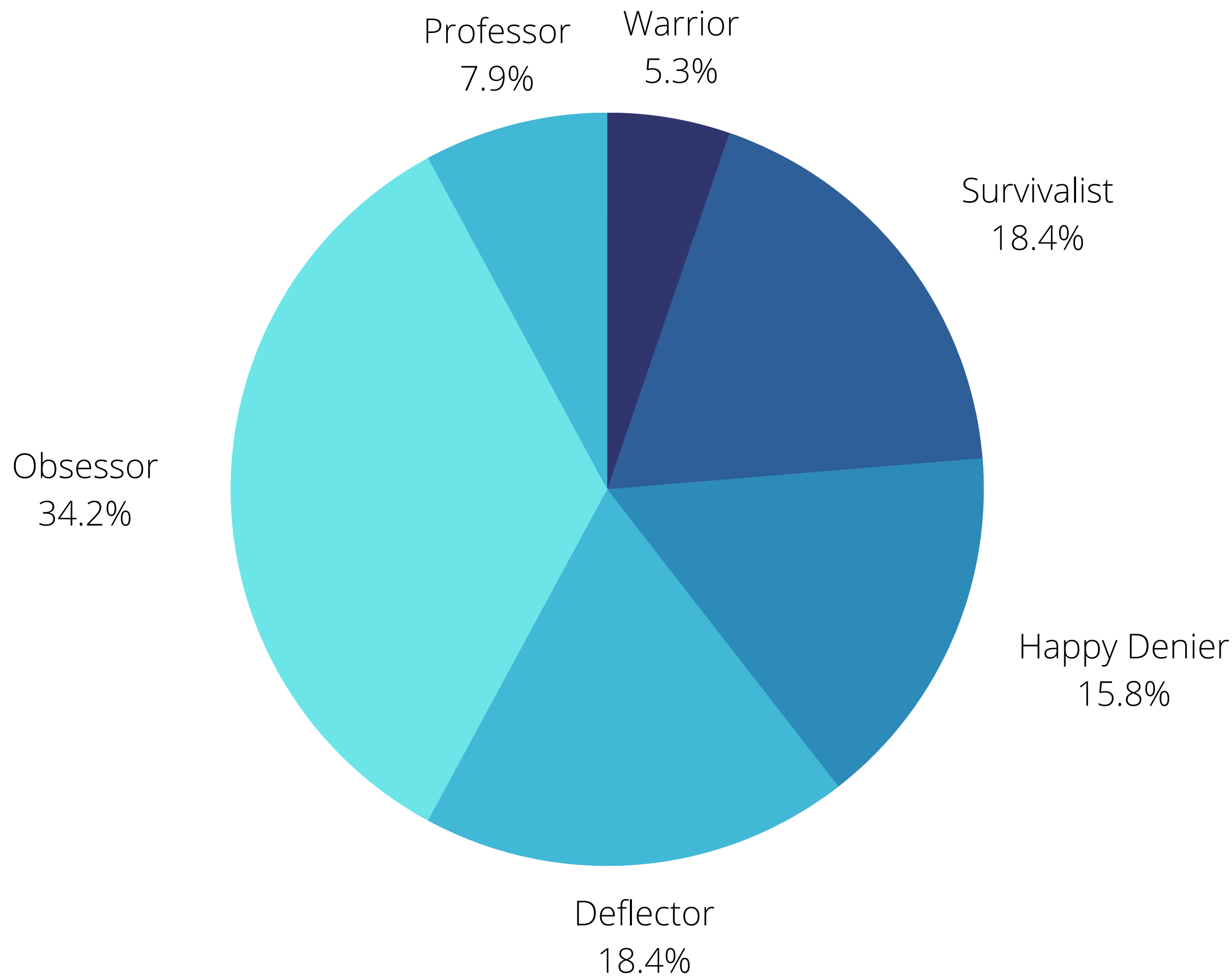
FAILURE = STRESS = DISCOMFORT

Make the quiet parts loud.

Terryberry Webinar Primary Archetypes



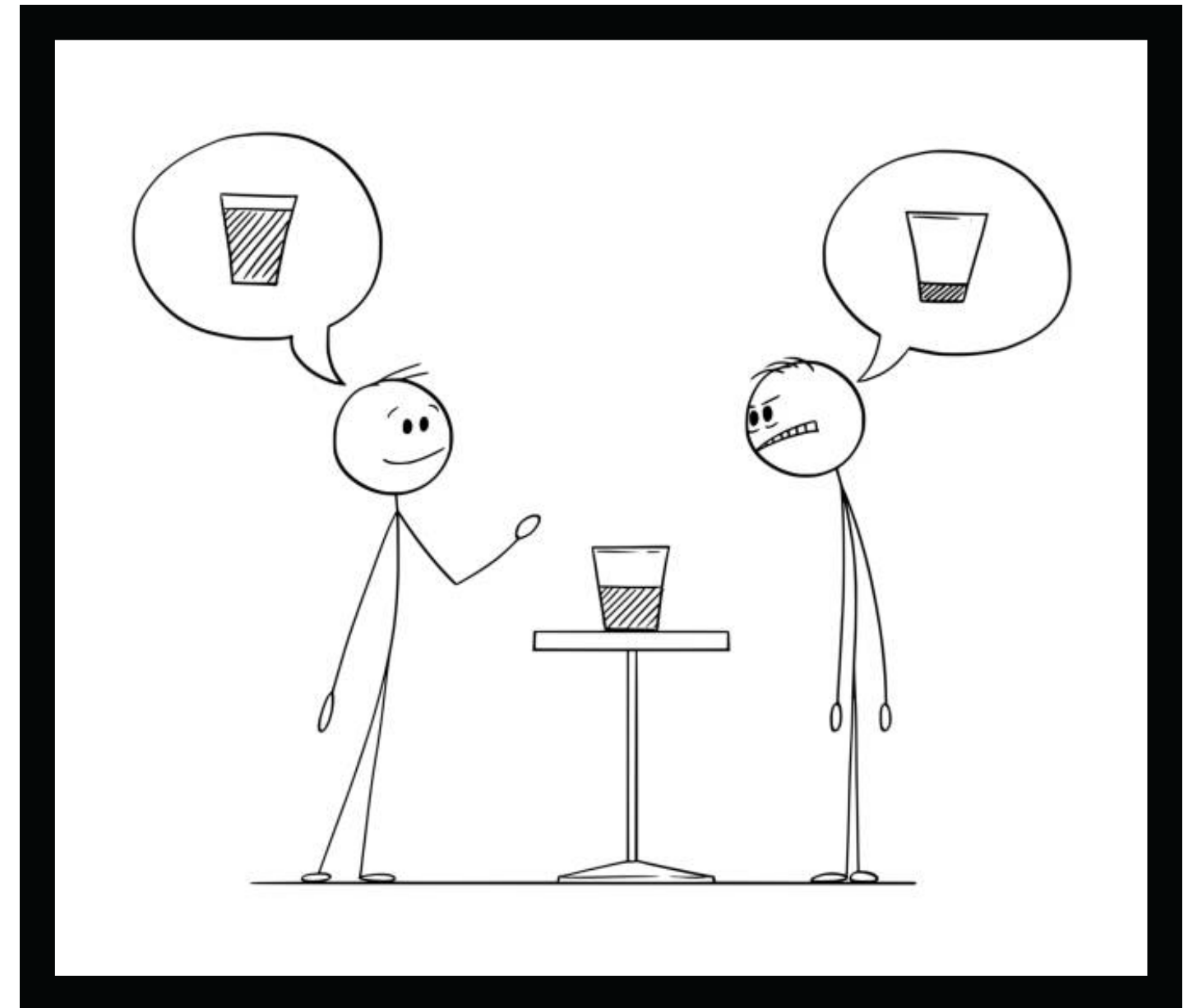
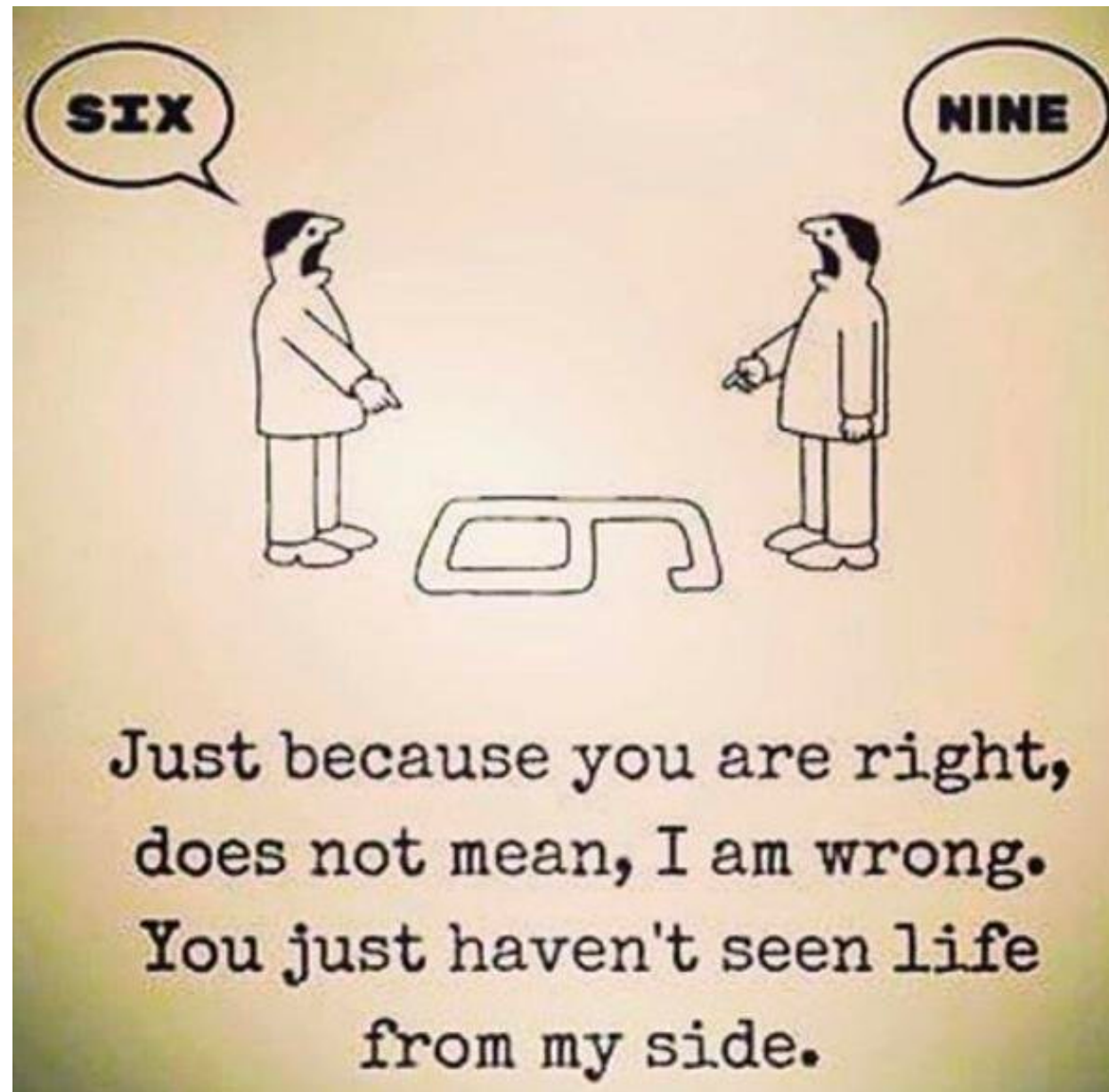
Terryberry Webinar Secondary Archetypes



**Why does this
MATTER?**



False Consensus



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"Perfectionism & fear of failure go hand in hand: They lead you to believe that success isn't about doing something good, but about not doing something bad."

-Arthur Brooks

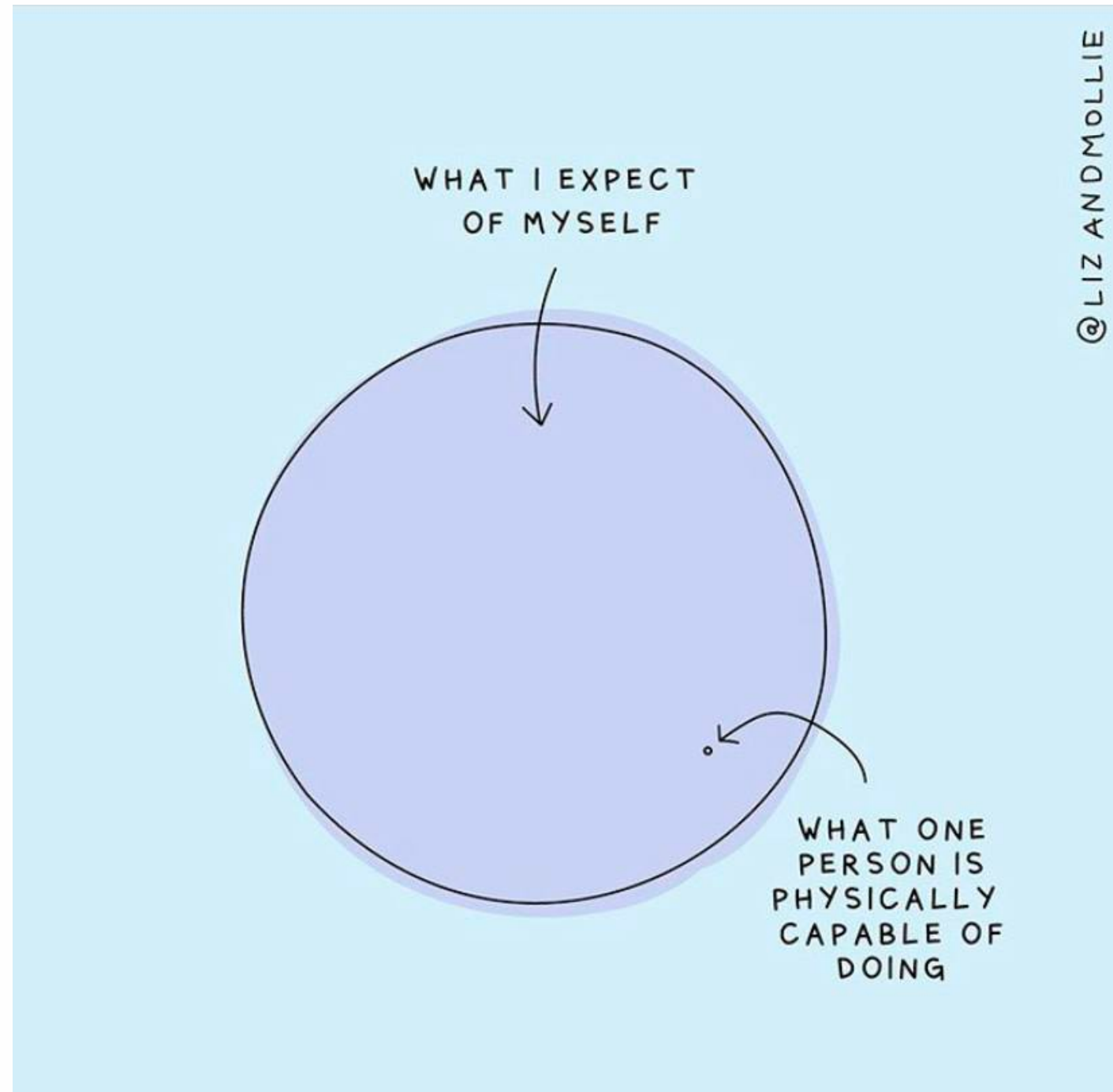
Multidimensional Perfectionism & Burnout

-Andrew Hill & Thomas Curran

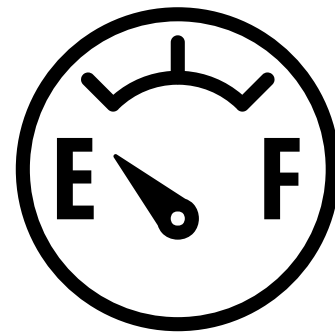
1. Perfectionist Striving

2. Perfectionist Concerns

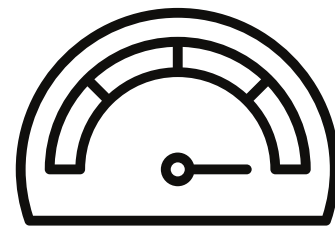
What Perfectionism Feels Like



Dialing IN to our Tendencies



Dial UP



Dial DOWN

100

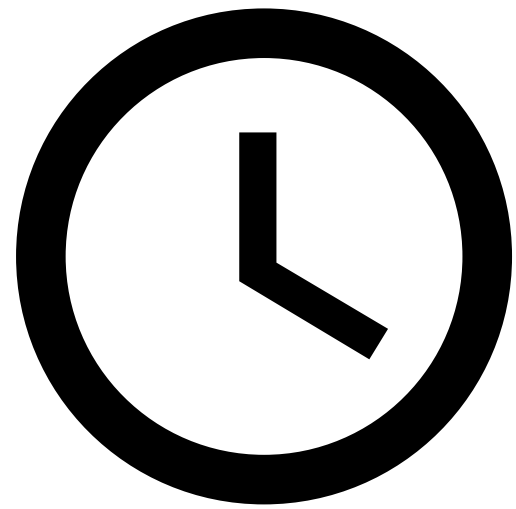
Dial IN



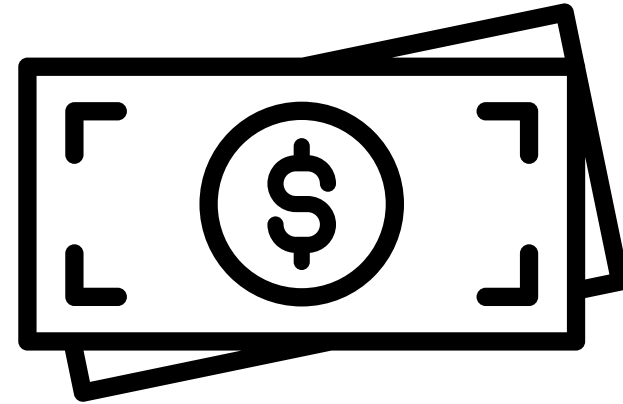
**How does this
manifest on
an individual
level?**



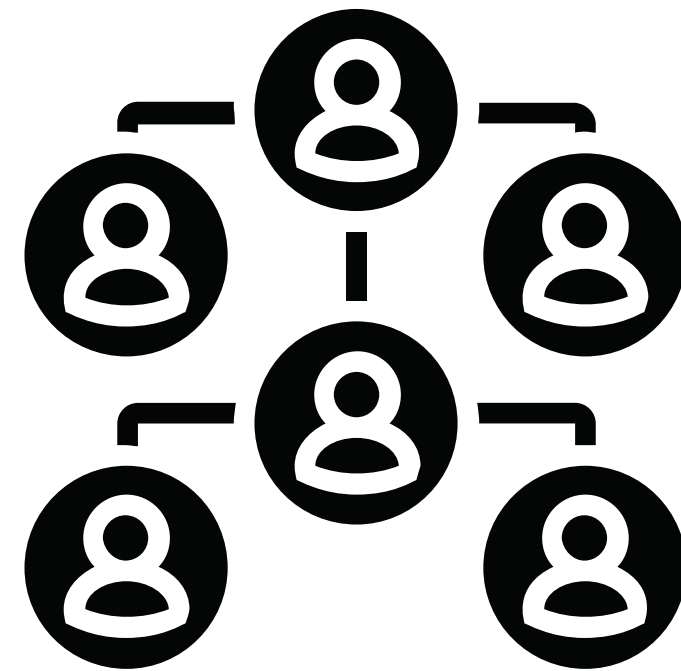
Workplace Amplification



Time



Money



Power Dynamics



Identity

Organizational Culture

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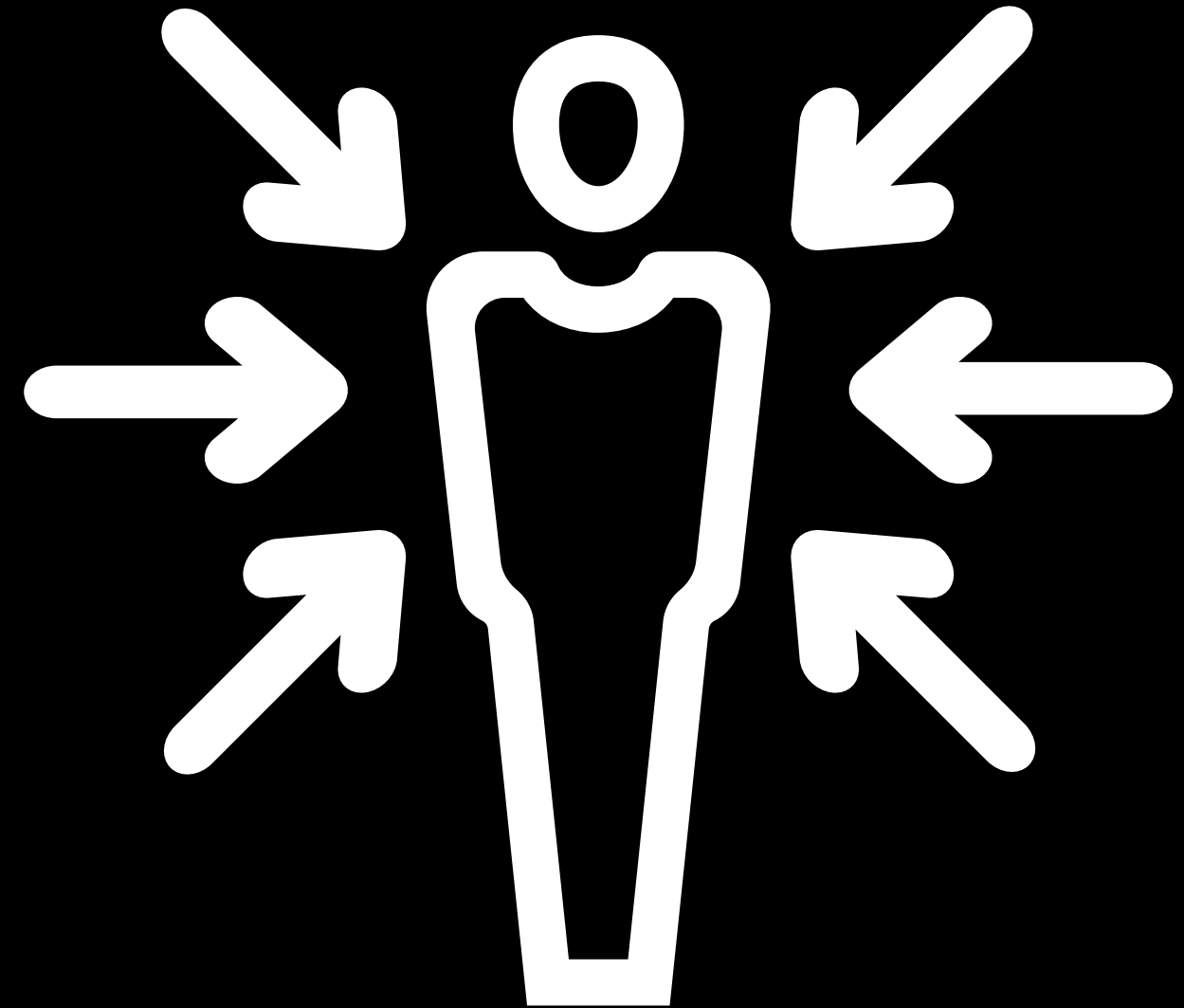
**Why Talk
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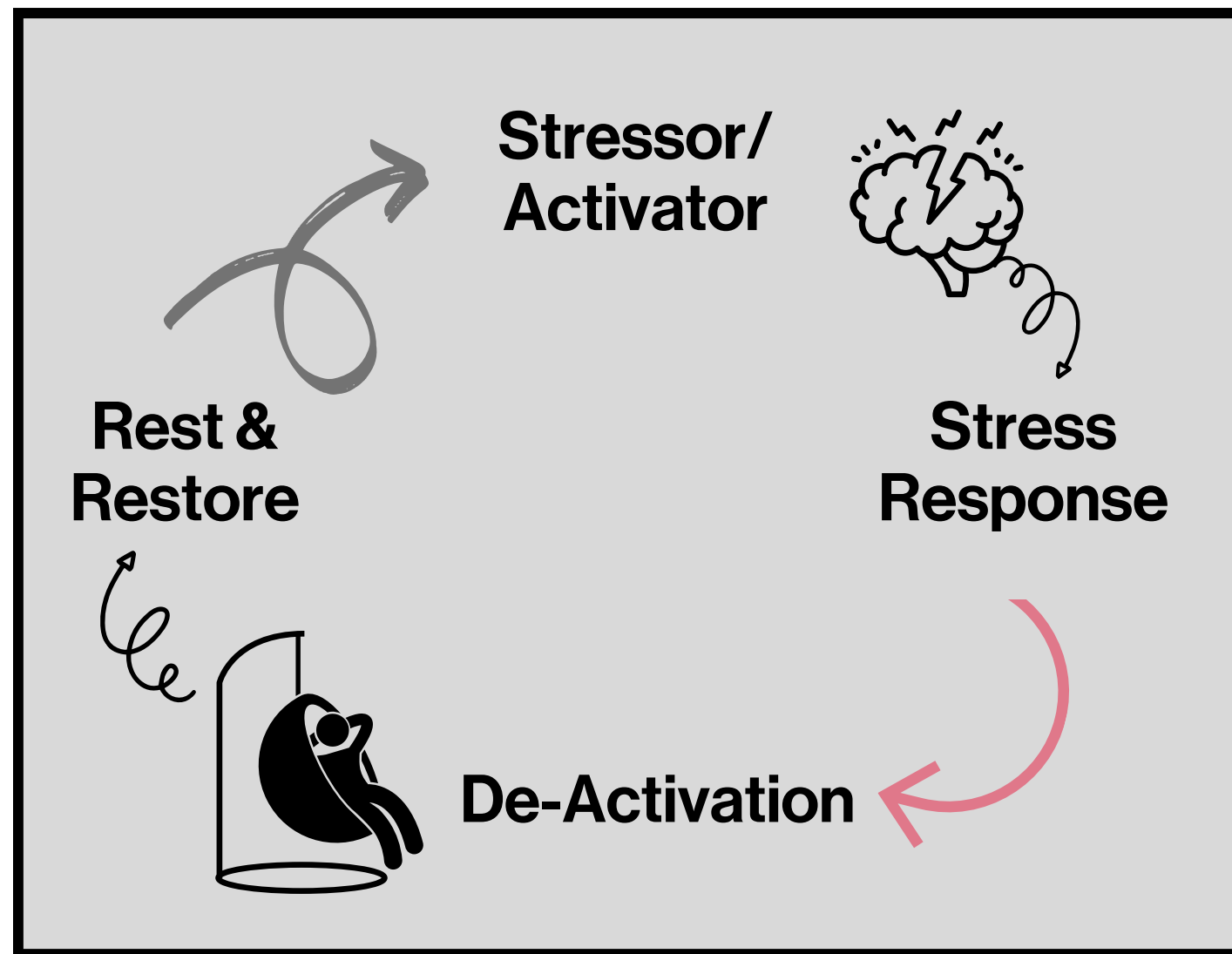
What to Do?

Questions

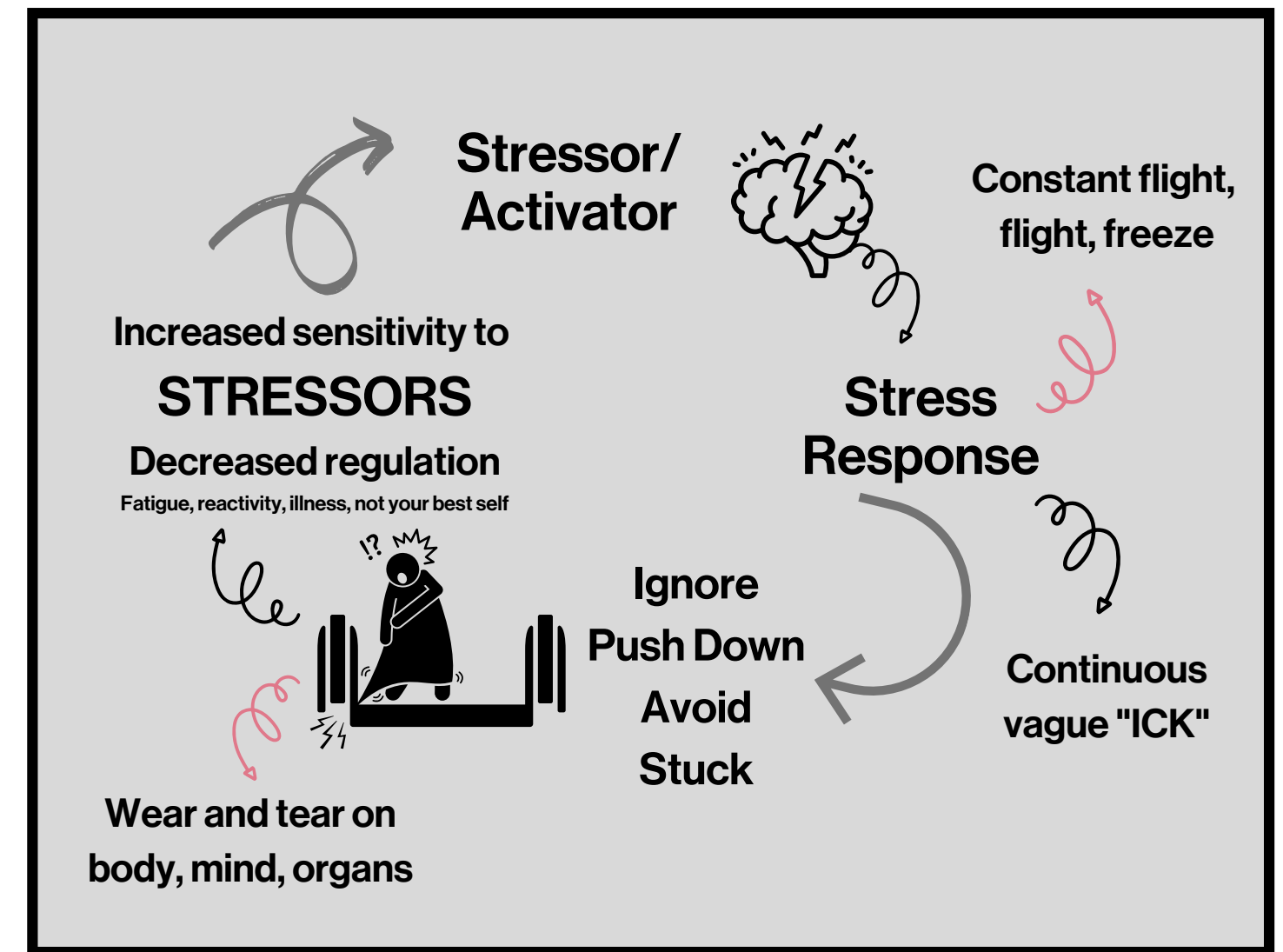
What Can
Individuals **DO**?



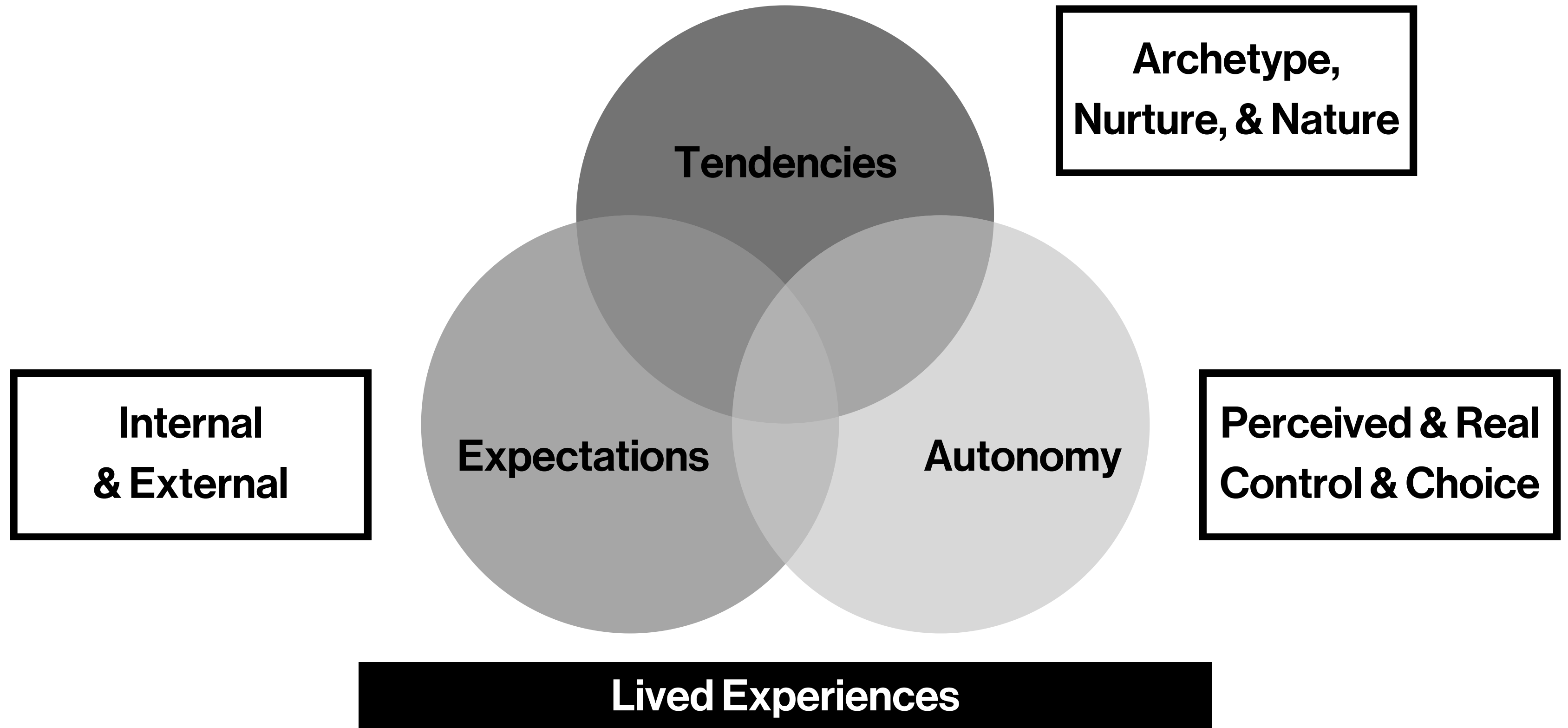
Optimal Stress Cycle



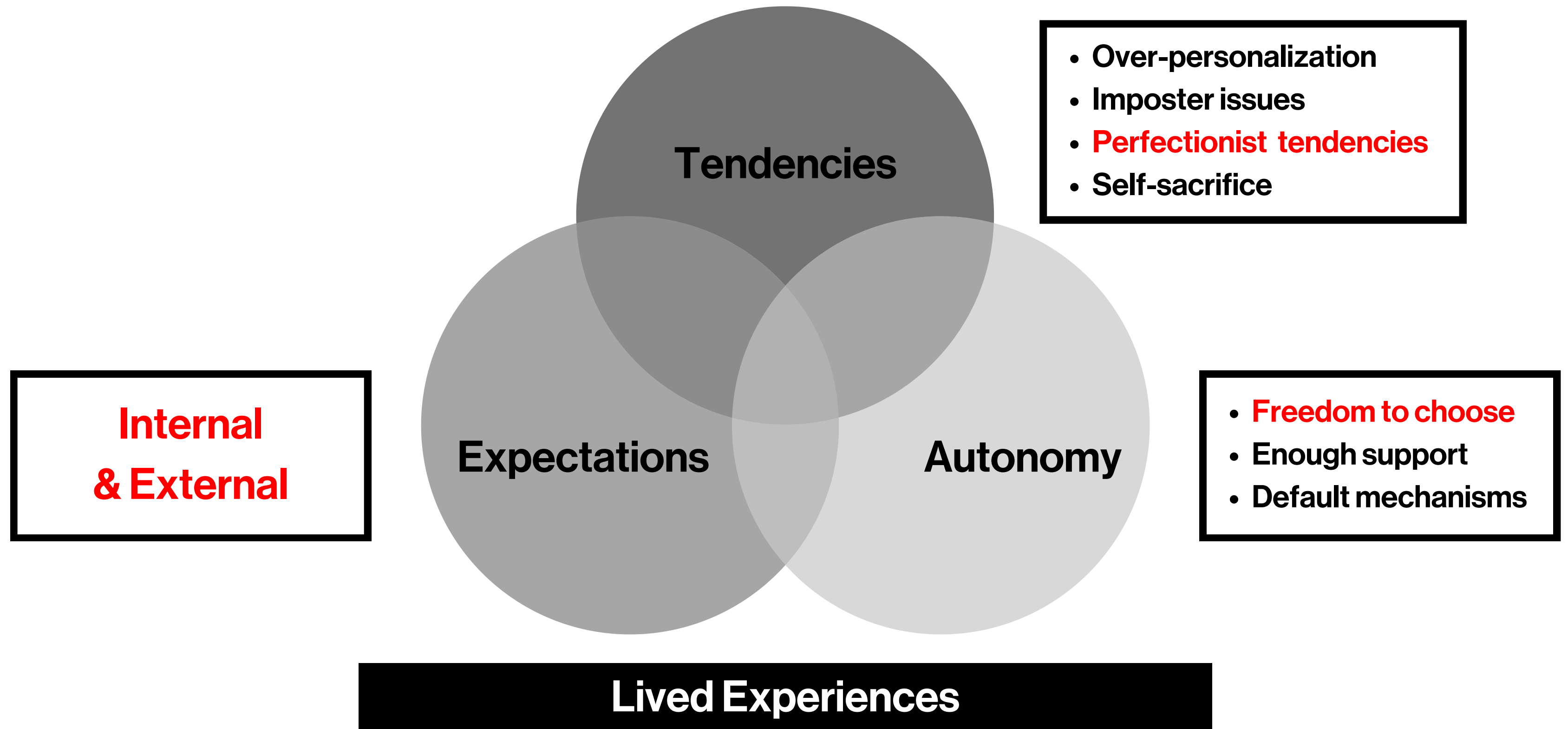
Non-Optimal Stress Cycle



Failure & Risk Framework



Failure & Risk Framework



Where are you planning to succeed? Where are you avoiding failure?



Why does this matter?



What Can Organizations **DO**?



What Individuals are Experiencing



Reverse Engineering Systemic Solutions



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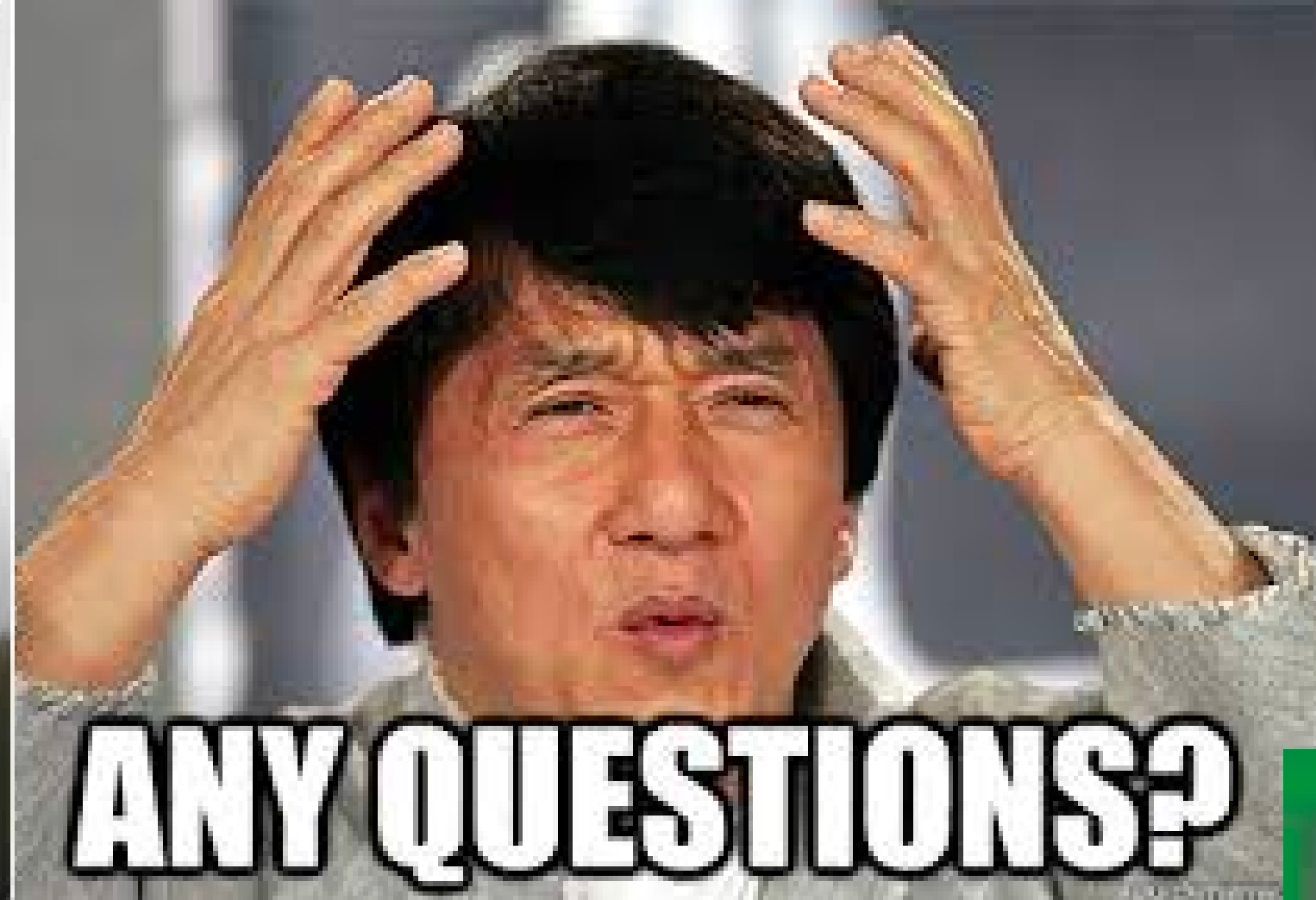
**Perfectionism
& Burnout**

What to Do?

Questions

BRACE YOURSELF

QUESTIONS ARE COMING



ANY QUESTIONS?

ANY QUESTIONS

DO YOU HAVE?

memegenerator.net

**WHAT IF I TOLD
YOU**

**THERE ARE NO STUPID QUESTIONS
IN THIS PLACE**

memegenerator.net

YA'LL GOT ANY



QUESTIONS?

**NOT SURE IF MY PRESENTATION WAS
SO GOOD NO ONE HAD ANY QUESTIONS**



**OR NO ONE WAS PAYING
ATTENTION**

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