LEARN FROM MISTAKES

" **I take responsibility for setbacks and focus on not repeating the same mistakes again.** "

GUIDELINE

WHY IT MATTERS

I TAKE RESPONSIBILITY FOR SETBACKS AND FOCUS ON NOT REPEATING THE SAME MISTAKES

Key Benefits

- ☑ We are ambitious when leading risky initiatives

- ☑ We face the situation honestly without minimizing consequences

- ☑ We understand the real reasons for failure

- ☑ We take measures to avoid repeating the same mistakes

- ☑ We stay united and focused on achieving our goals

WHAT IT MEANS

I TAKE RESPONSIBILITY FOR SETBACKS AND FOCUS ON NOT REPEATING THE SAME MISTAKES

As a Manager

I help my team identify the key reasons for failure, agree on what to do differently next time, and refocus on achieving our goals.

As a Team Member

I am open about my mistakes and take responsibility for them. I am clear on what I need to do differently next time.

DO'S

✓ Describe exactly what happened: What worked and what didn't?

✓ Conduct a detailed actions review as a team.

✓ Identify what needs to change, starting with your own contribution.

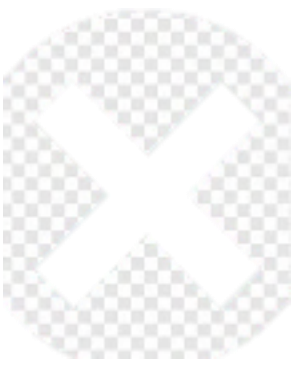✓ List 3 things to do differently next time.

✓ Refocus your attention on meeting your goals.

DON'TS

Criticize, blame, or attack anyone for mistakes.

Brush off human errors and focus only on results.

Wait to understand the issues. Do it while the facts are clear!

Miss the positive achievements from the initiative. Recognize them!

Assume people will learn their lesson on their own.