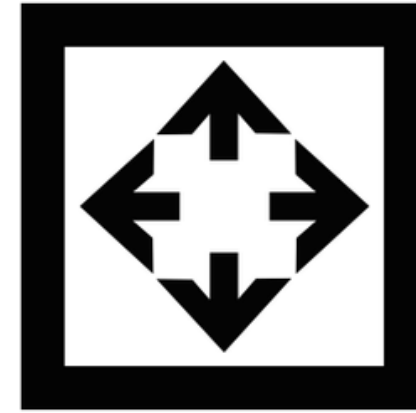


FAILURE LAB



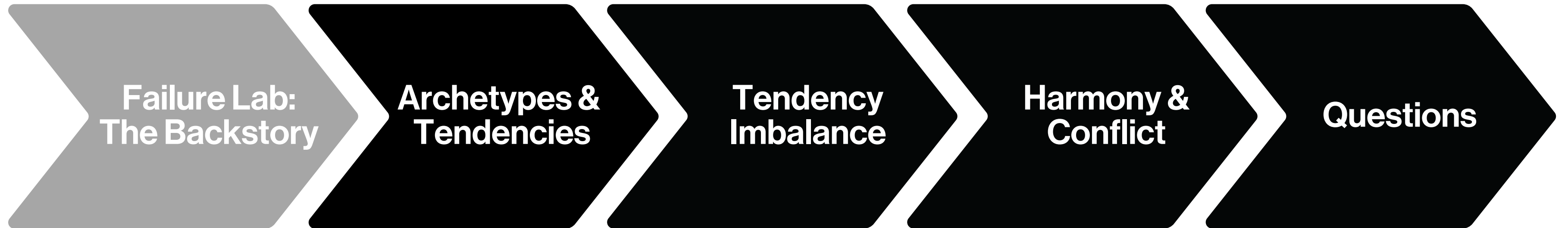
HELLO
MY NAME IS

Anna Baeten



- **Failure Lab Training - Principal**
- **Educational Background: Biology & Professional Ethics**
- **Professional Background: Organizational Scaling, Marketing, & Leadership Development**
- **2 Kiddos (Emerson & Porter) + 1 Black Cat (Kimchi) + 2 Dogs (Kevin & Brian)**

Playing Nice: Personality Harmony & Conflict





FAILURE LAB

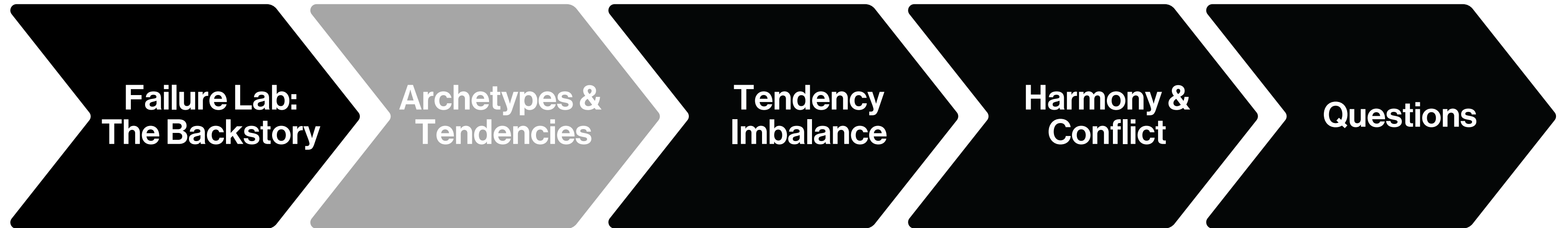
The Big Picture

**Understanding
ME
(self)**

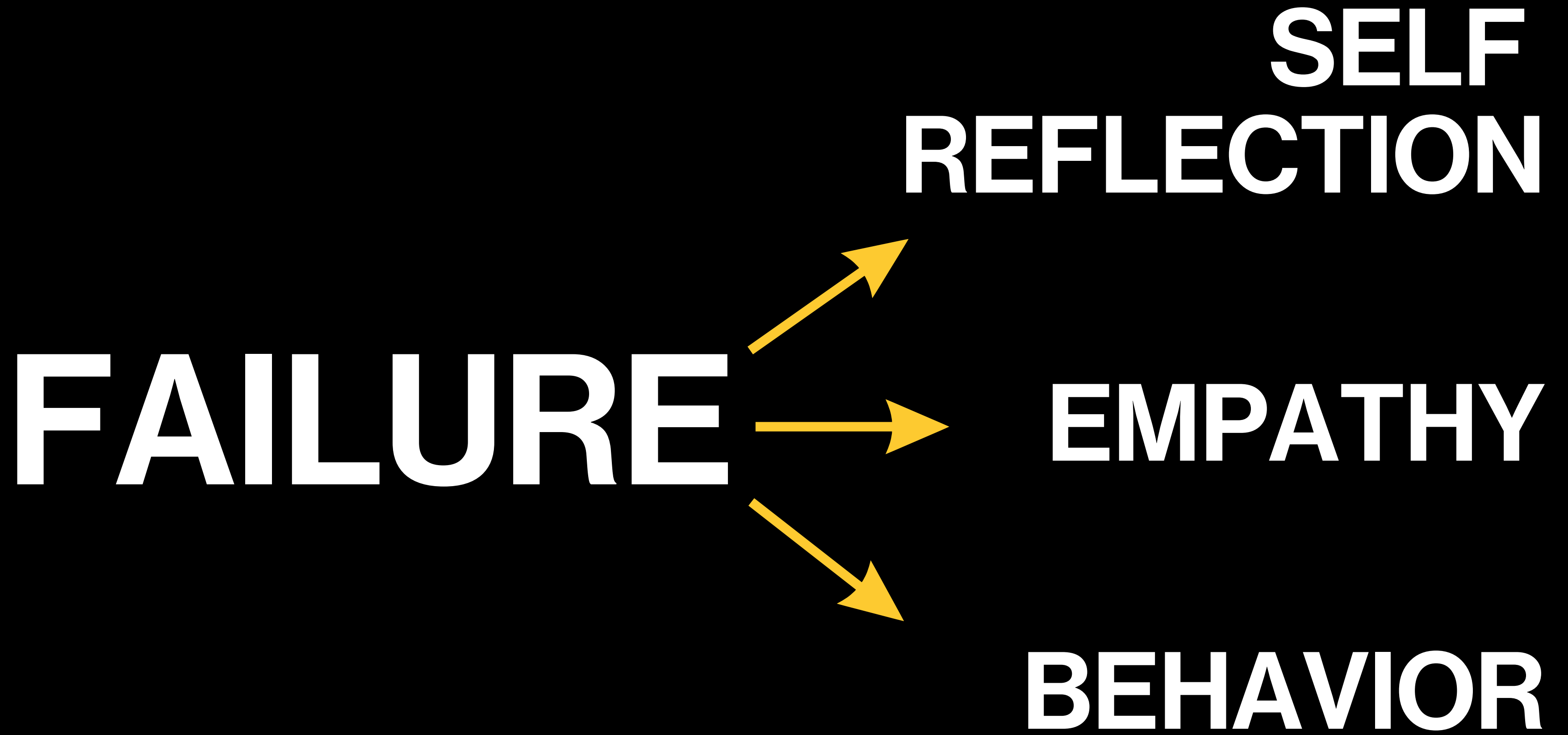
**Understanding
YOU
(others)**

**Understanding
US
(interactions)**

Playing Nice: Personality Harmony & Conflict



FAILURE = STRESS = DISCOMFORT



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

-Brené Brown

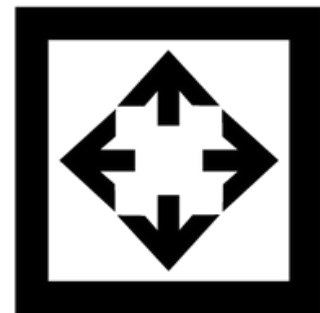
What experiences **FEEL
like failure to you?**

The Failure Lab Archetypes

Warrior



Survivalist



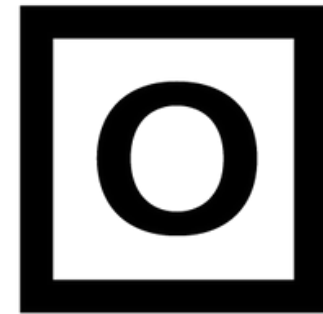
Happy Denier



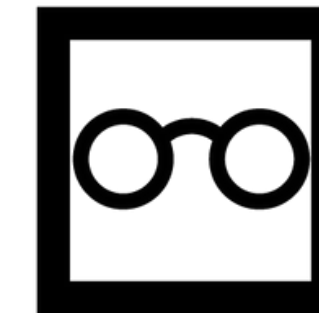
Deflector



Obsessor



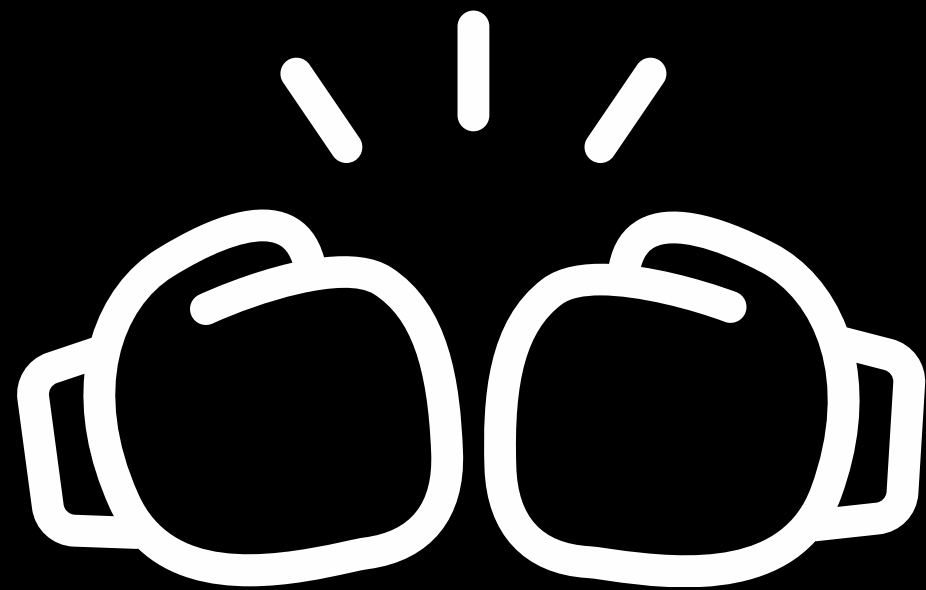
Professor



FSDI Assessment Link



FIGHT



FLIGHT



FREEZE

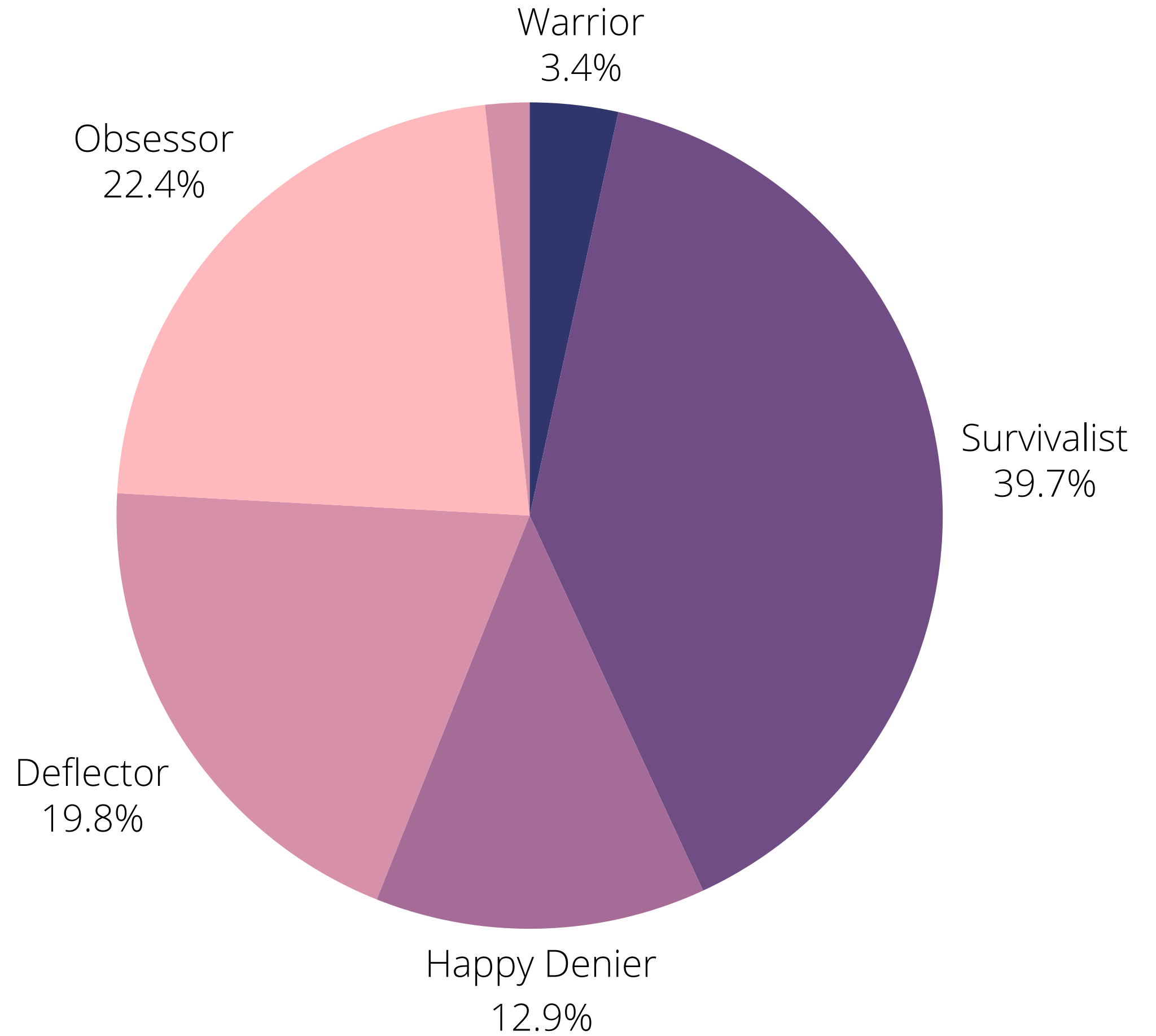


Archetype Summary

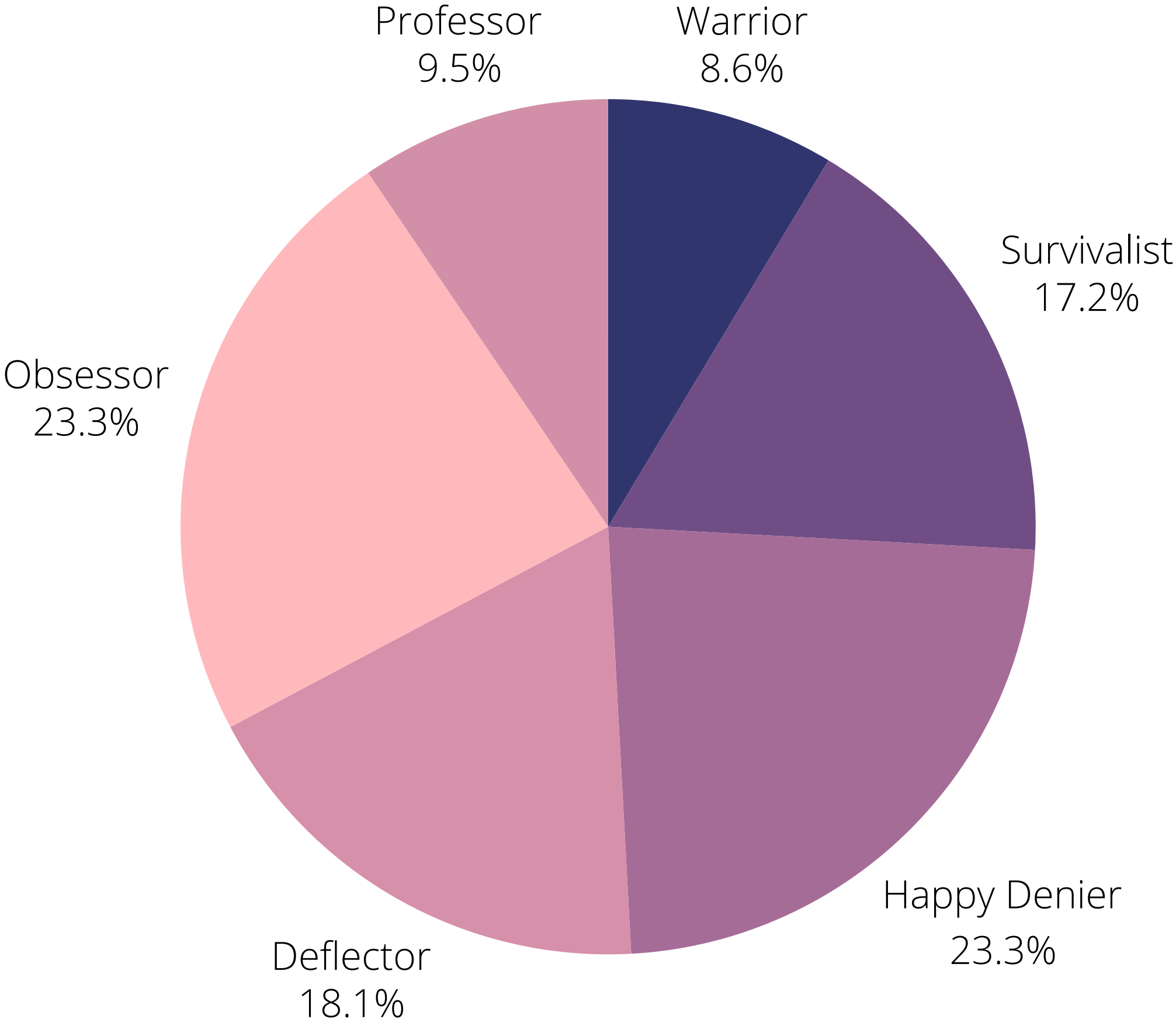
Warrior	Intense. Charismatic. Passionate.
Survivalist	Solution Driven. Intellectualizer.
Happy Denier	Peace Keeping. Positivity Driven.
Deflector	Charming. Redirecting.
Obsessor	Contemplative. Selectively Ruminating.
Professor	Depth & Knowledge Driven. Focused.

Make the quiet parts loud.

Terryberry Webinar Primary Archetypes



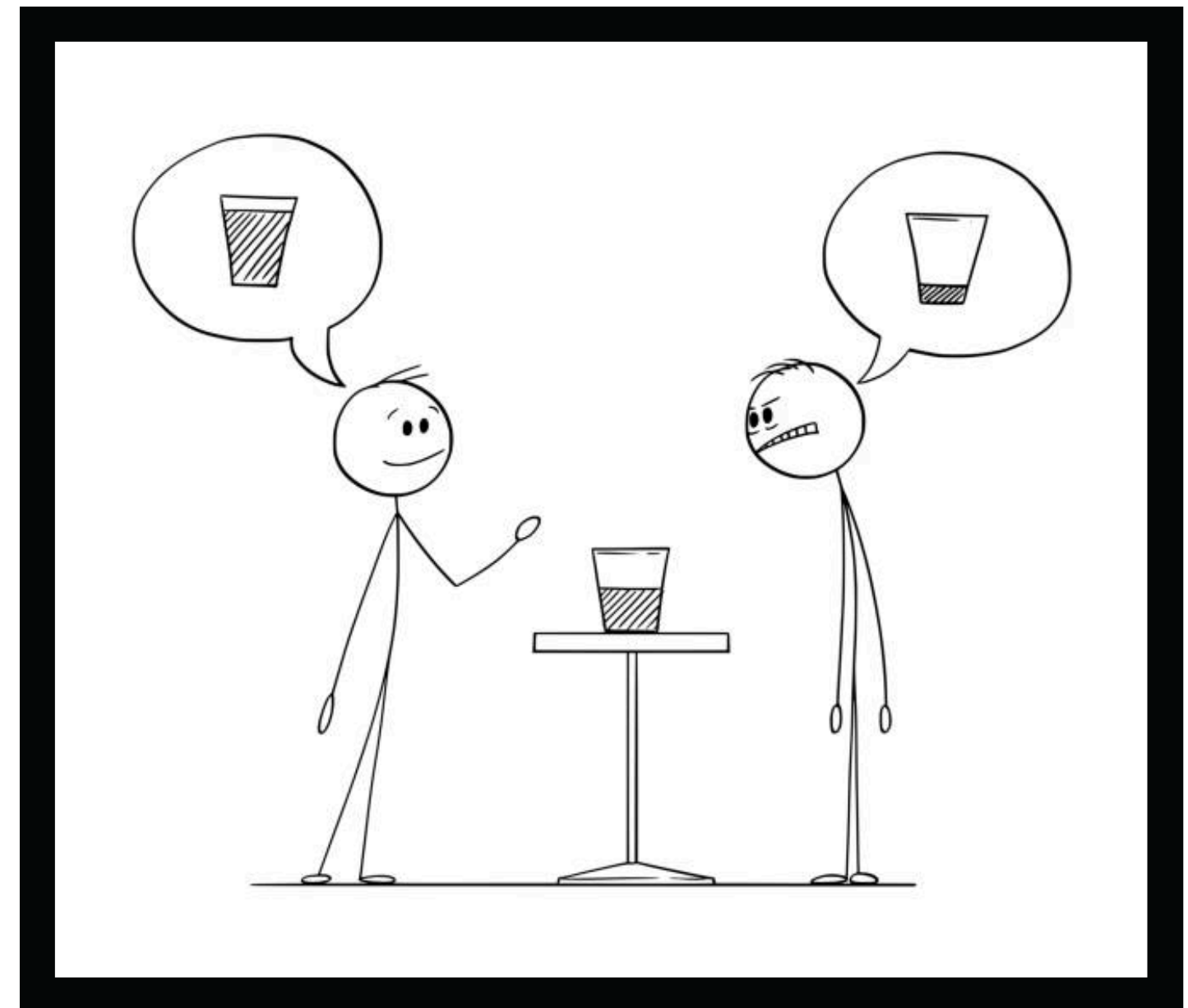
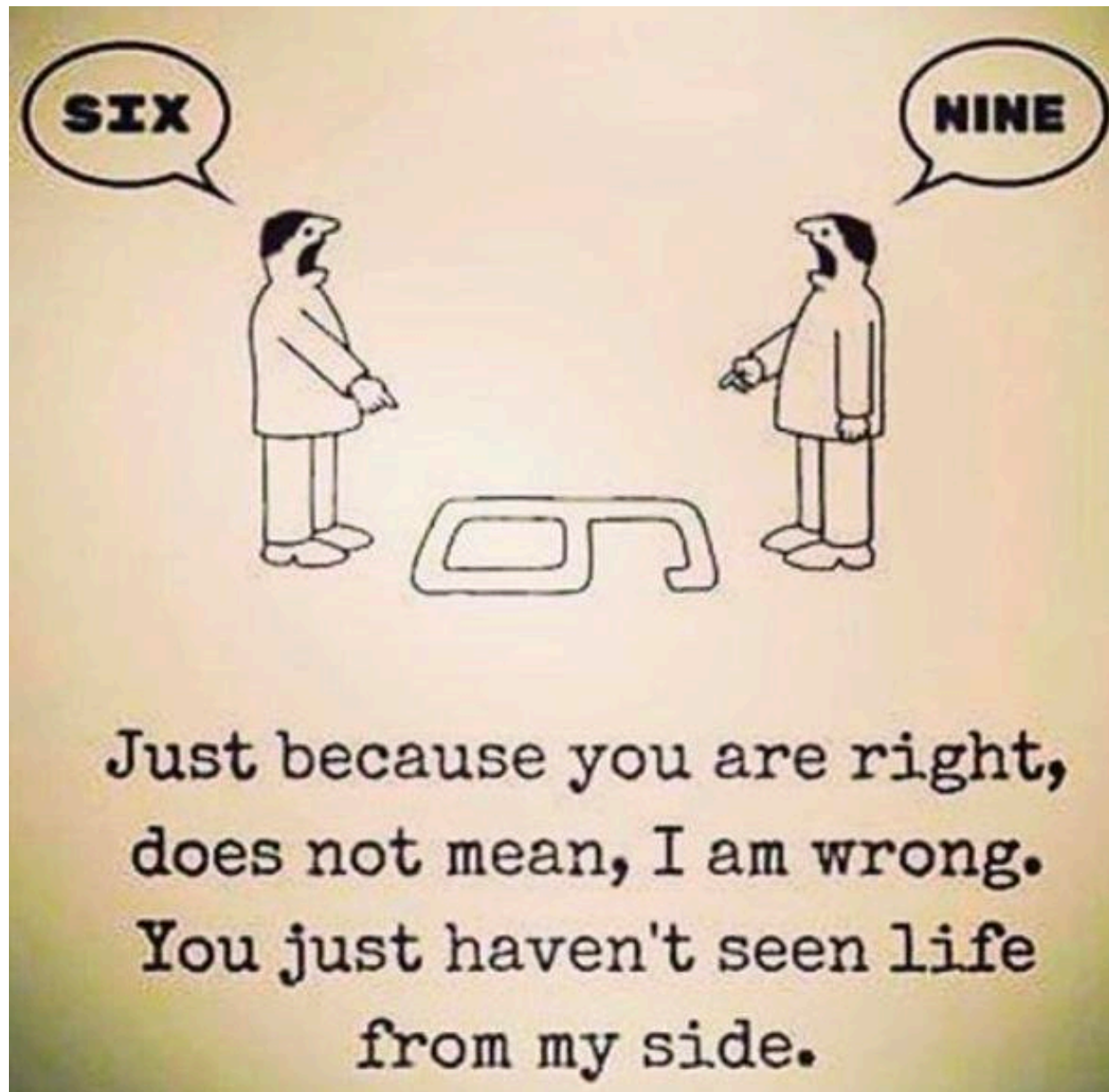
Terryberry Webinar Secondary Archetypes



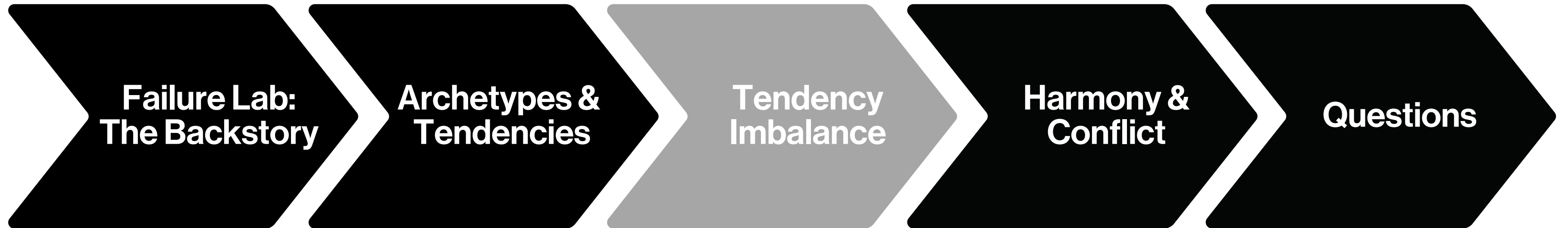
Archetype Summary

Warrior	Intense. Charismatic. Passionate.
Survivalist	Solution Driven. Intellectualizer.
Happy Denier	Peace Keeping. Positivity Driven.
Deflector	Charming. Redirecting.
Obsessor	Contemplative. Selectively Ruminating.
Professor	Depth & Knowledge Driven. Focused.

False Consensus



Playing Nice: Personality Harmony & Conflict



Leadership is about maximizing people. In order to do so, you must interact with them.

THE TRUTH

- Some people will have personalities & tendencies that you're going to instantly love.
- Some people will annoy you without even saying a word.
- Some people will just be easier for you than others.

**All of this has as much to do with you
as it does with them.**

Tendency Imbalances

Step One: Recognize your strengths.

Step Two: Notice when they are becoming weaknesses.



Awareness & Curiosity

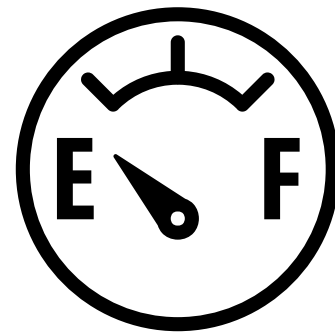
Reminder:

Although we are looking at "at the expense of" and working to notice when become over-dialed...

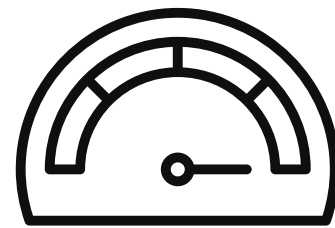
Every archetype & tendency has its gifts too.



Dialing IN to our Tendencies



Dial UP



Dial DOWN

100

Dial IN



Gemma Correll '17

Anna's Tendencies

Trait/Tendency	Best Expression....	At the expense of (overdialed)
<i>Fast-paced + Solution- forward</i>	<i>I get shit done. Quickly.</i>	<i>Overwhelming, stress- invoking, dismissive</i>
<i>Curious</i>	<i>Intrinsically motivated. Seek information on my own.</i>	<i>Can be overly permissive when I "understand the why."</i>

Reflection

- Consider a tendency that you exhibit.
- What does it look like at its best expression?
- What does it look like when it becomes over/under dialed?

Individual Tendency Examples

BEST EXPRESSION	AT THE EXPENSE OF.....
Reflective	Seeming closed off
Communicative	Poor listener
Meticulous/Detail-Oriented	Nit-picky, micro-managing, or appearing rigid
Self-Confident	Arrogant
Skeptical	Cynical
Sensitive	Taking everything personally
Methodical	Rigid
Being direct	Being aggressive/harsh
Taking charge	Empowering others

An Invitation...

Actively seek out your

"Loving Critics"

- vs. Unloving Critics
- vs. Uncritical Lovers

INSIGHT

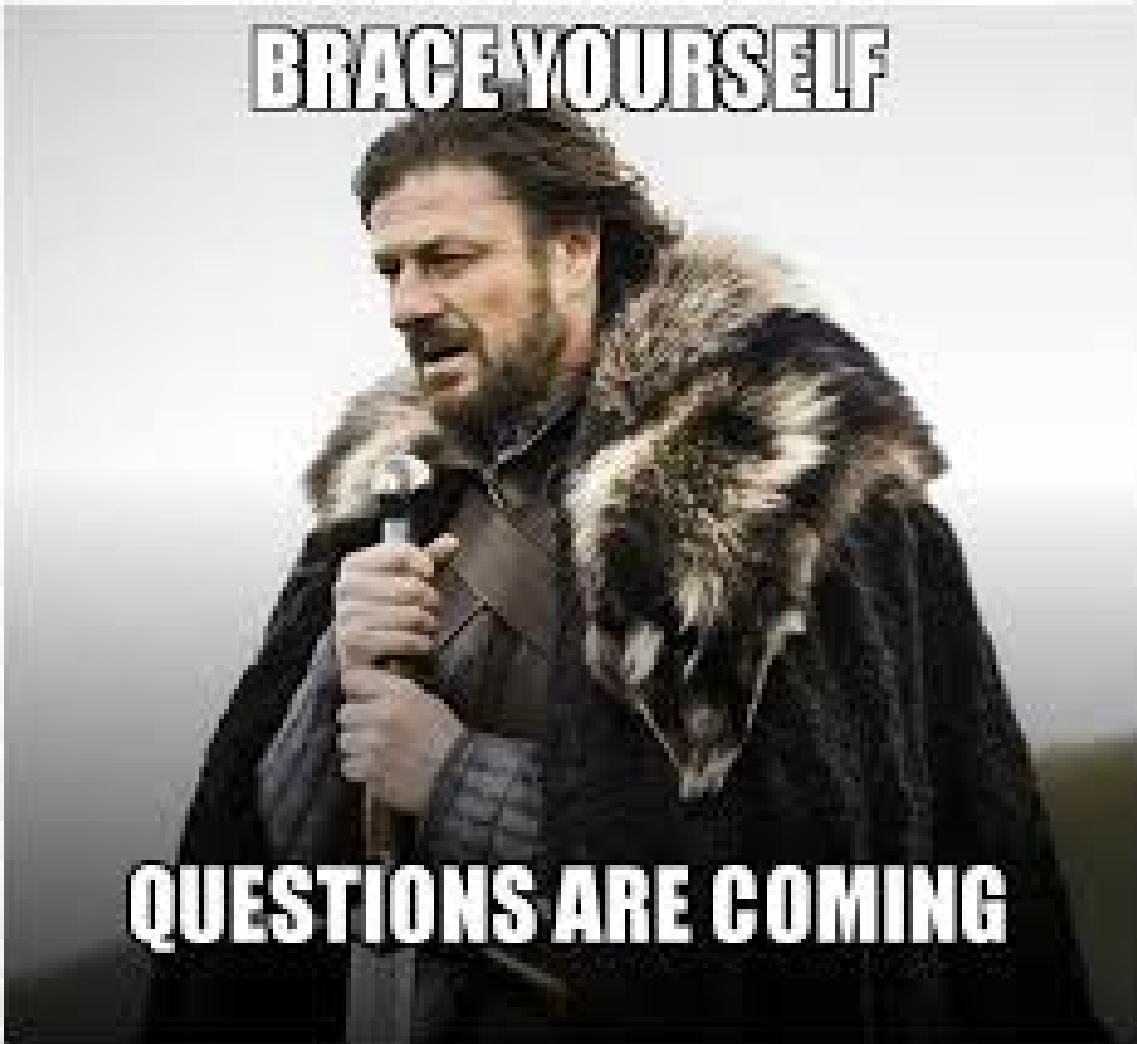


Why We're Not as **SELF-AWARE** as We Think,
and How **SEEING OURSELVES CLEARLY**
HELPS US SUCCEED at Work and in Life

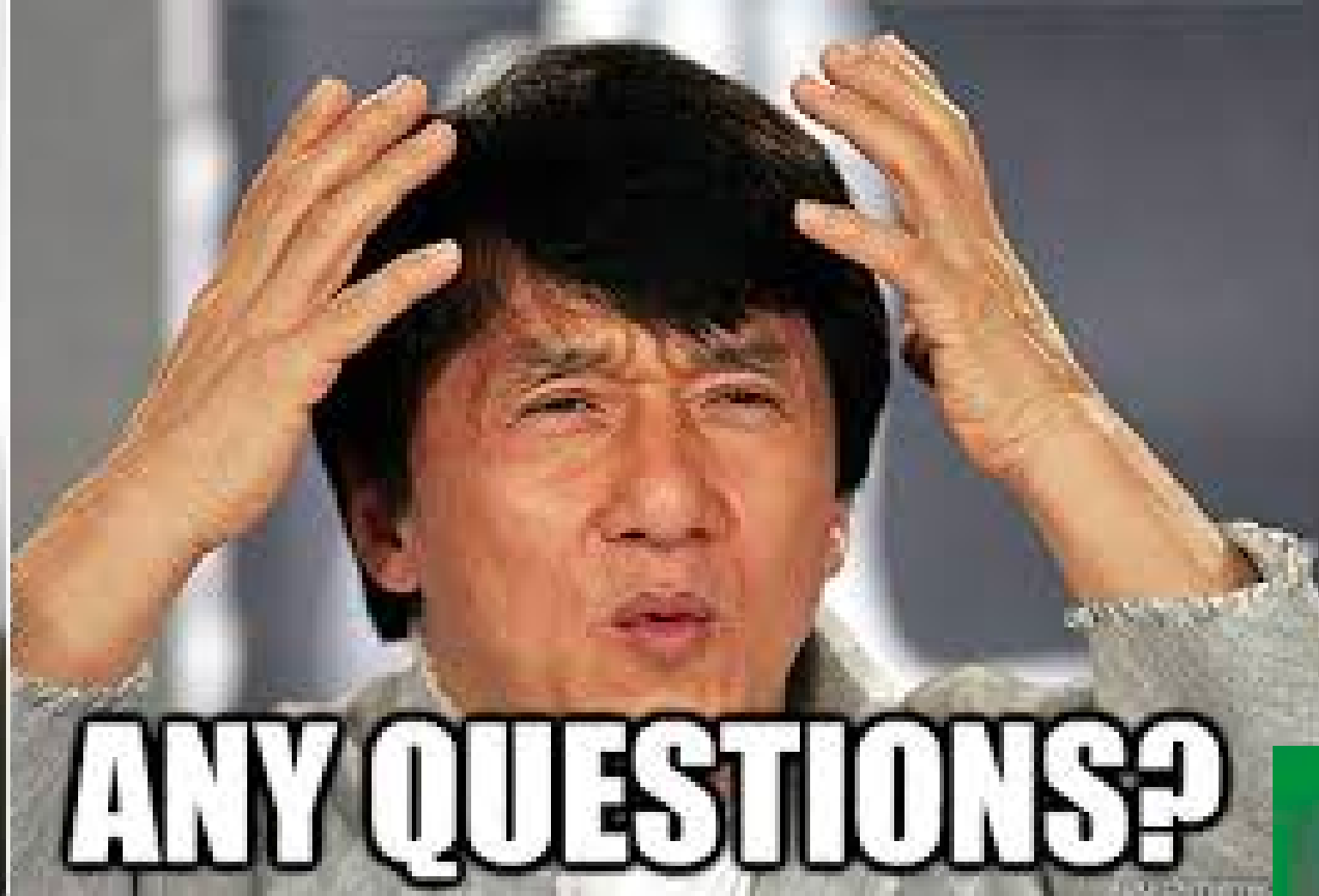
NEW YORK TIMES BESTSELLING AUTHOR

TASHA EURICH

BRACE YOURSELF



QUESTIONS ARE COMING



ANY QUESTIONS?

ANY QUESTIONS



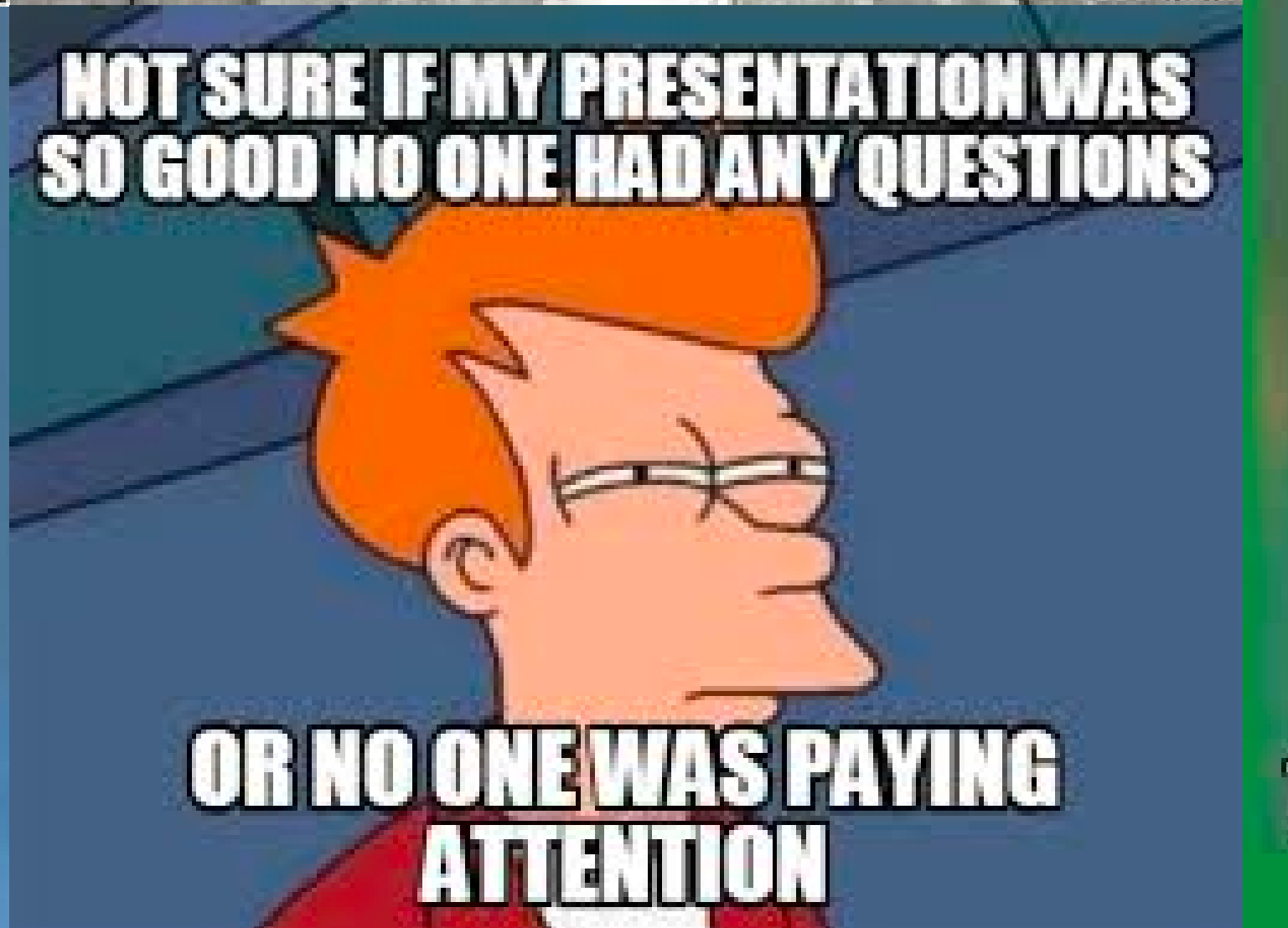
DO YOU HAVE?

YA'LL GOT ANY



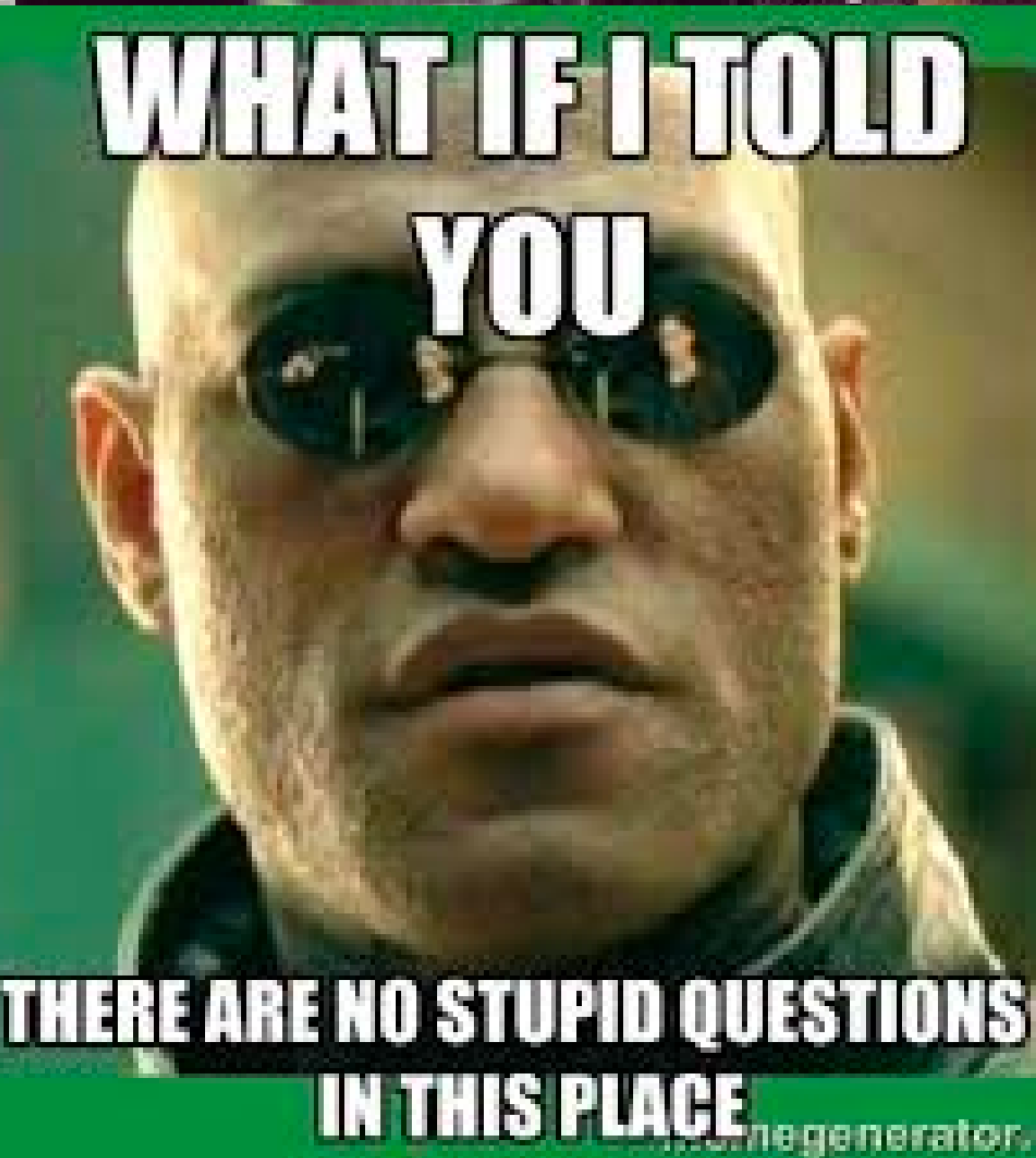
QUESTIONS?

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



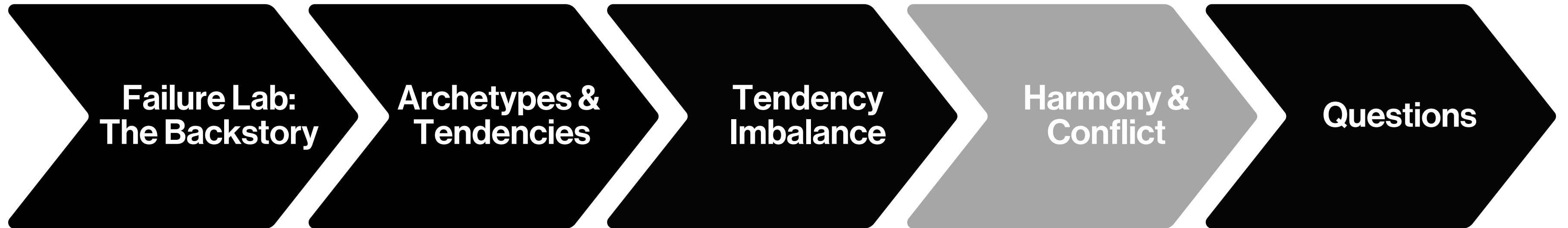
**OR NO ONE WAS PAYING
ATTENTION**

**WHAT IF I TOLD
YOU**



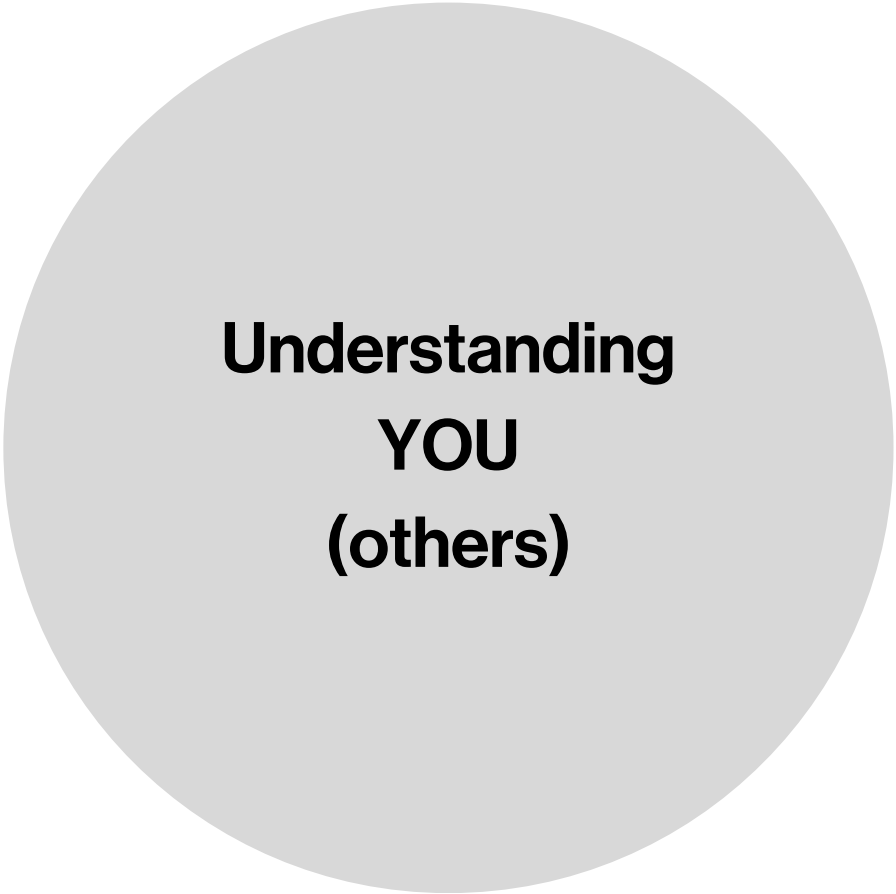
**THERE ARE NO STUPID QUESTIONS
IN THIS PLACE**

Playing Nice: Personality Harmony & Conflict

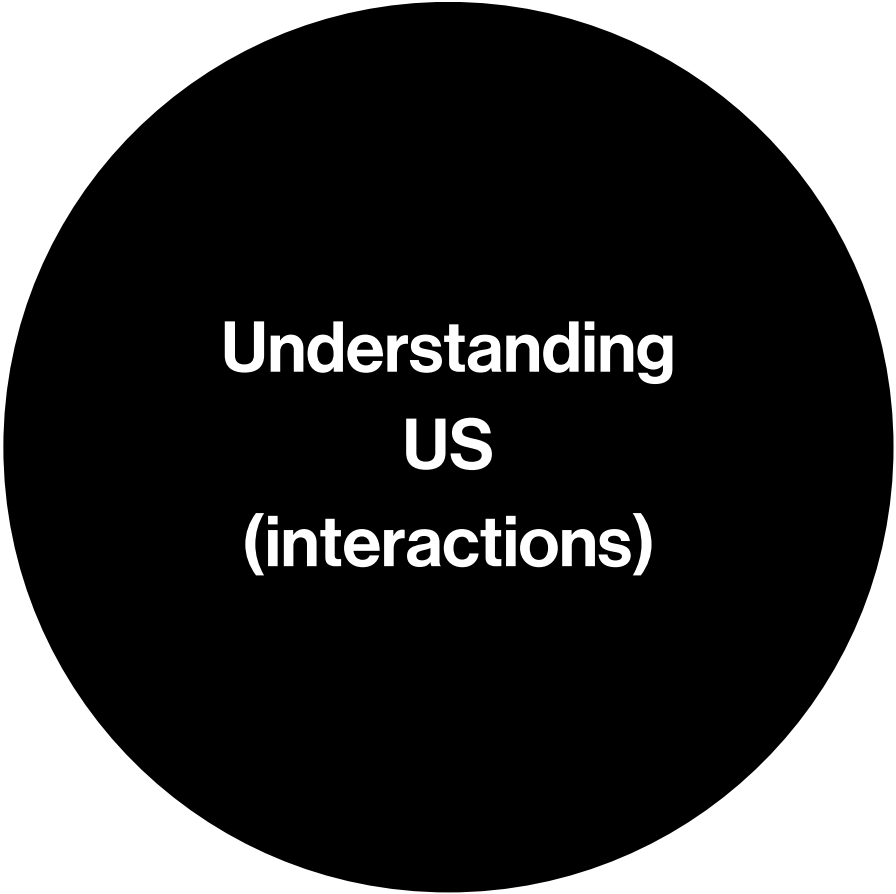


**“If we learn to open our hearts,
anyone, including the people who
drive us crazy, can be our
teacher”**

*-Pema Chödrön
Buddhist teacher & author*

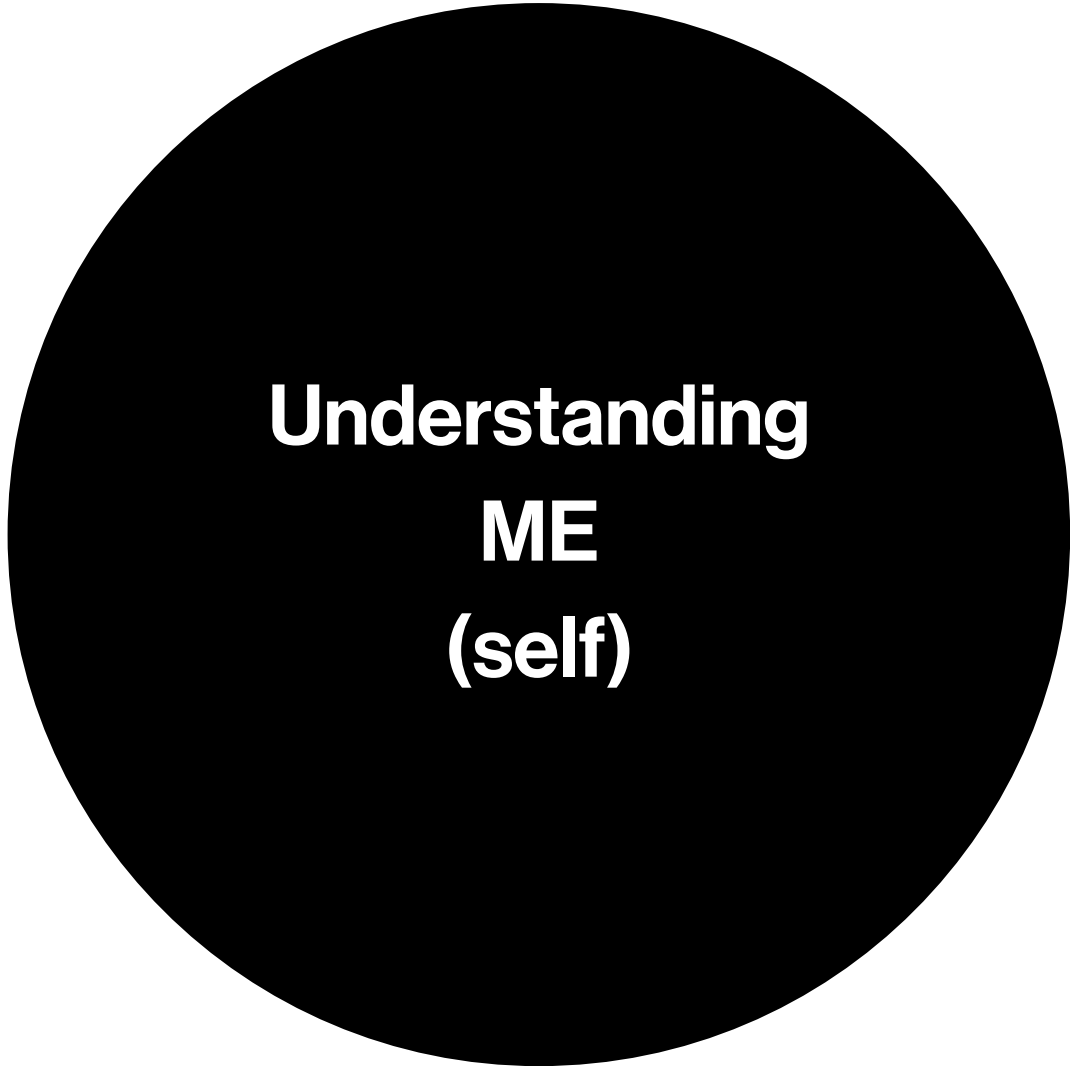


**Understanding
YOU
(others)**

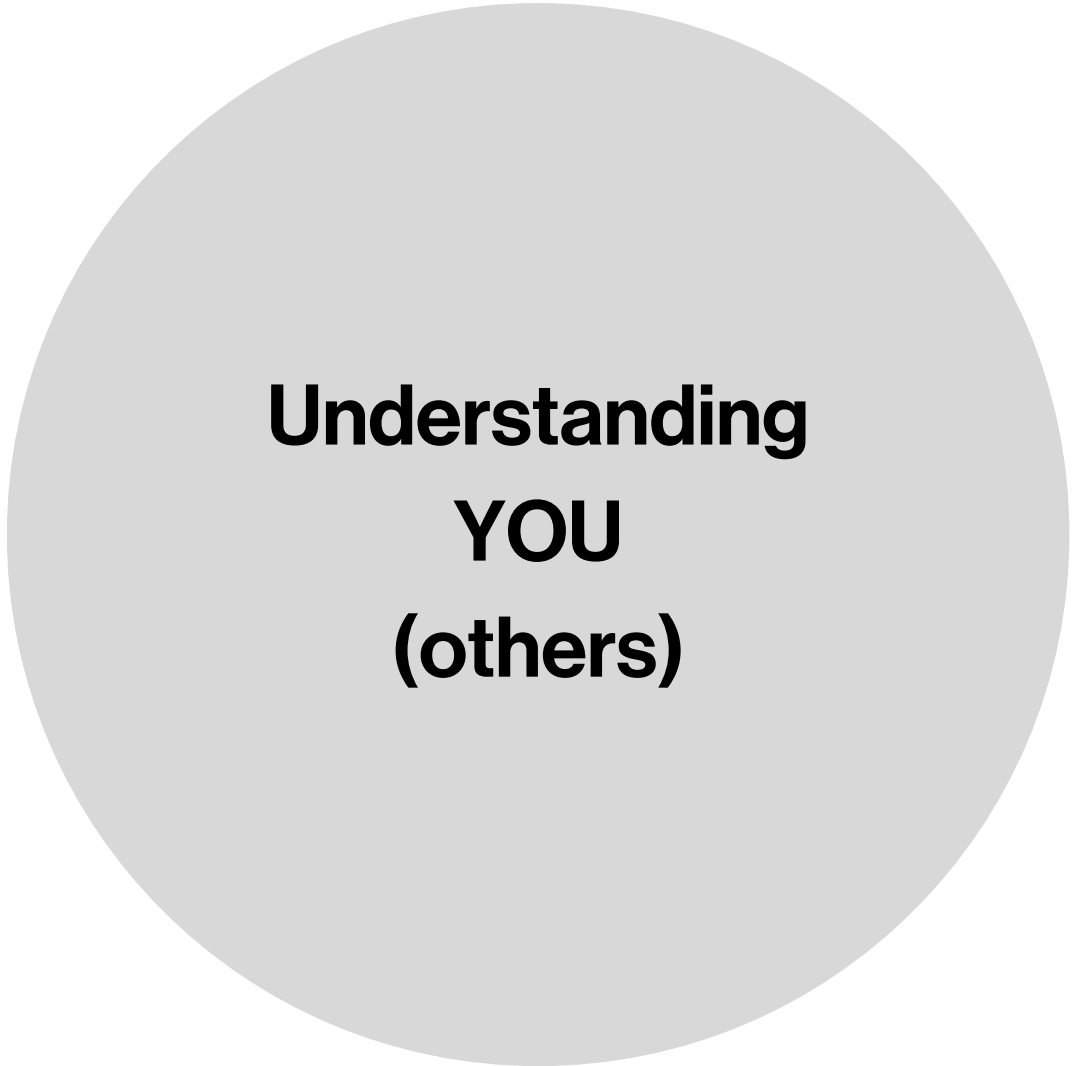


**Understanding
US
(interactions)**

Archetype/Tendency Harmony & Conflict

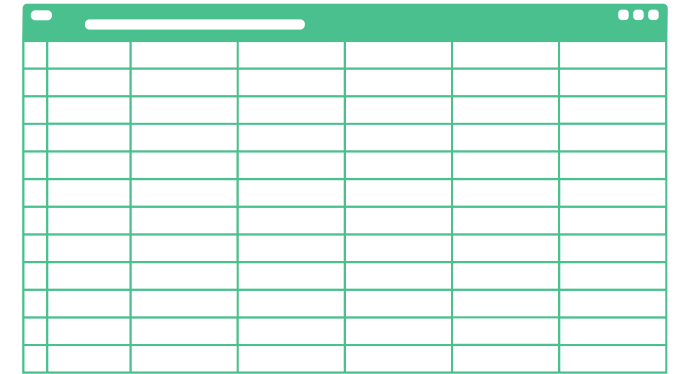
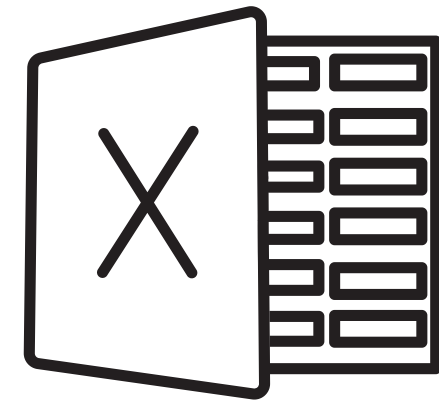
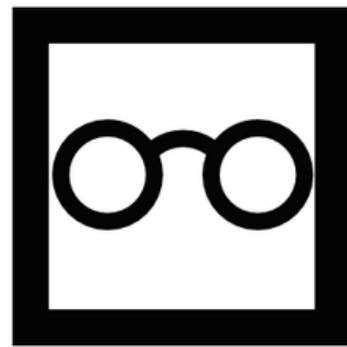
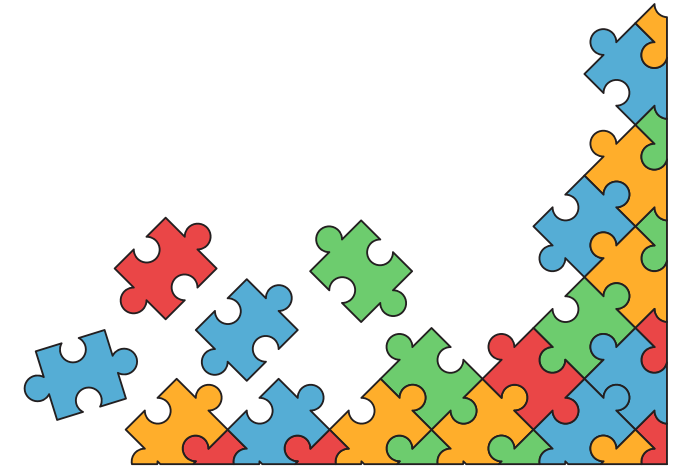
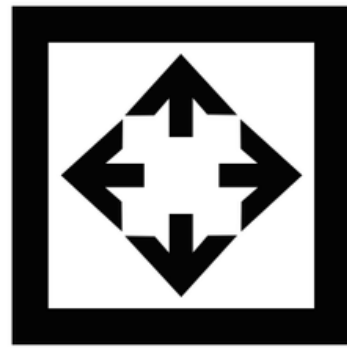


**Understanding
ME
(self)**

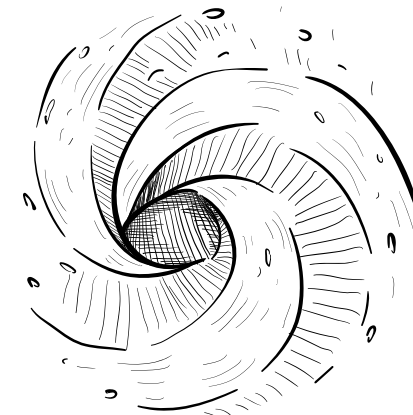
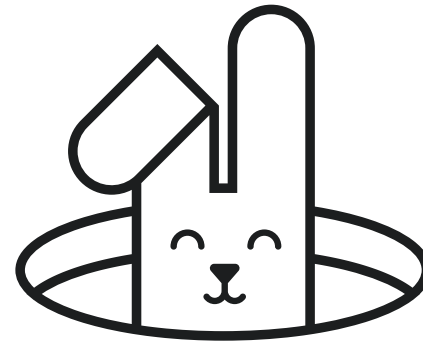
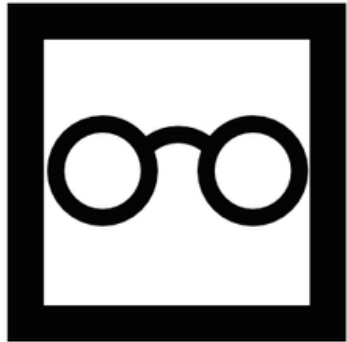
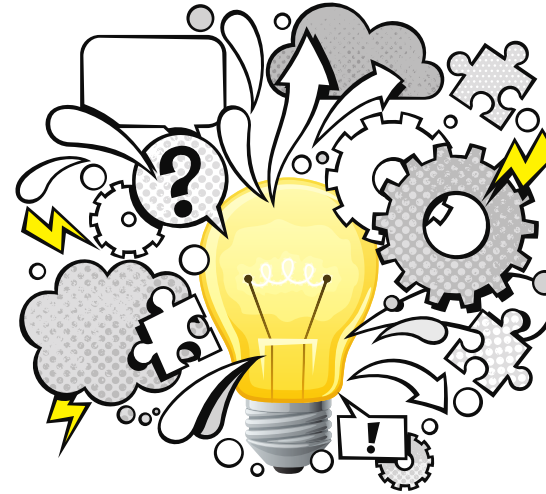
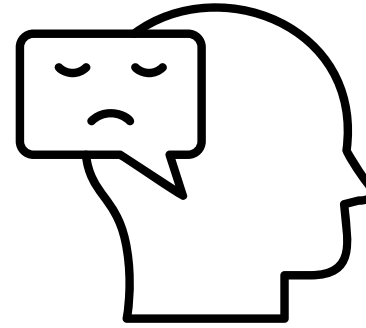
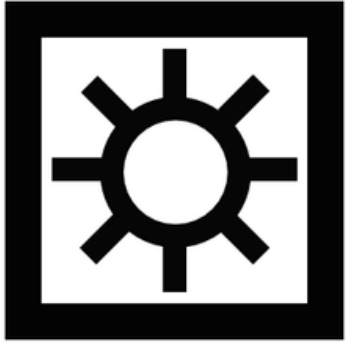


**Understanding
YOU
(others)**

Examples of Harmony



Examples of Conflict



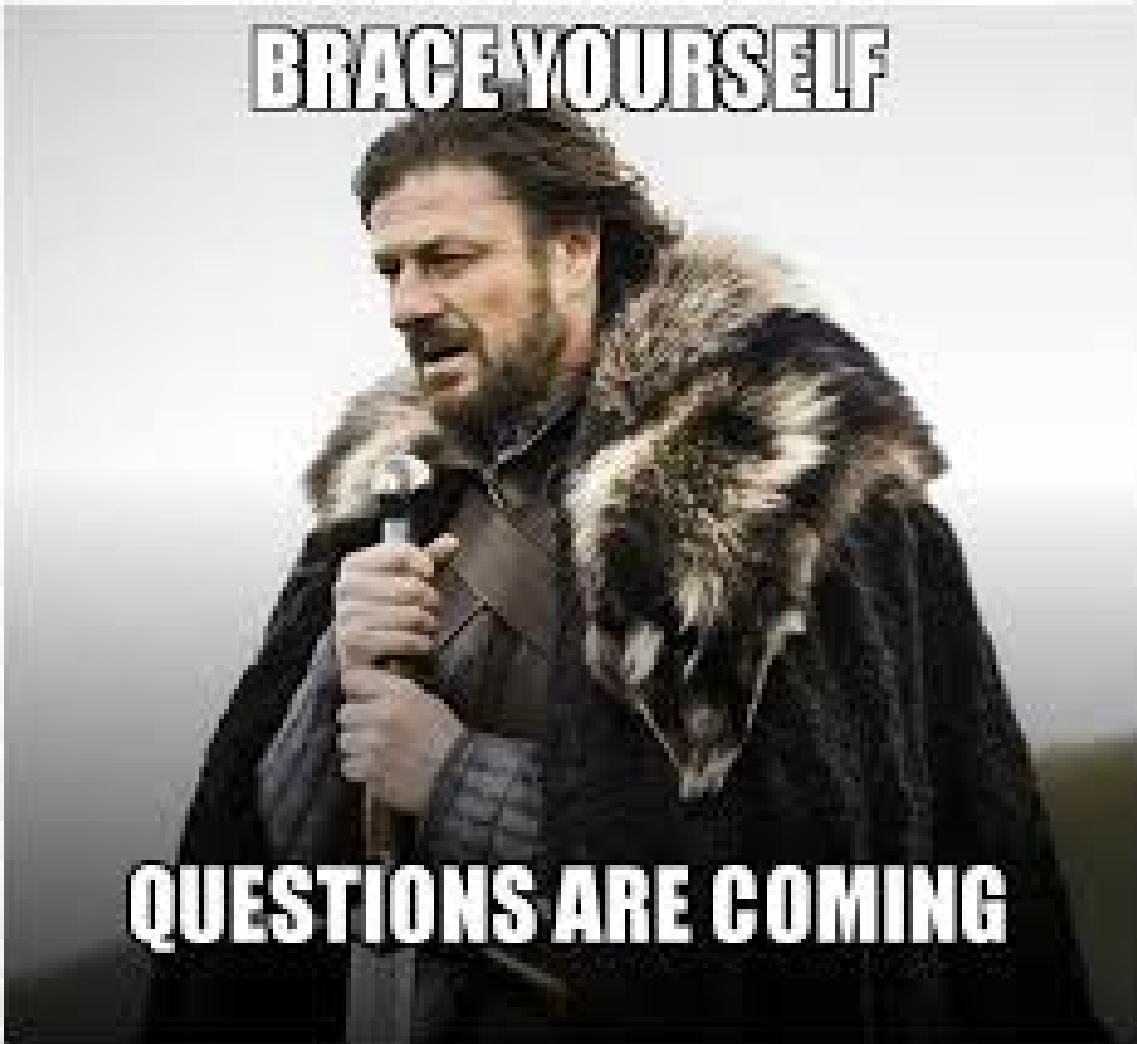
Reflection

- What tendencies/traits can feel difficult for you to manage/work with? **WHY?**
- Can you try to imagine the why from *their* perspective?
- How has that played out in real time? *Real stories will help you find places to apply this reflection.*

Individual Tendency Examples

BEST EXPRESSION	AT THE EXPENSE OF.....
Reflective	Seeming closed off
Communicative	Poor listener
Meticulous/Detail-Oriented	Nit-picky, micro-managing, or appearing rigid
Self-Confident	Arrogant
Skeptical	Cynical
Sensitive	Taking everything personally
Methodical	Rigid
Being direct	Being aggressive/harsh
Taking charge	Empowering others

BRACE YOURSELF

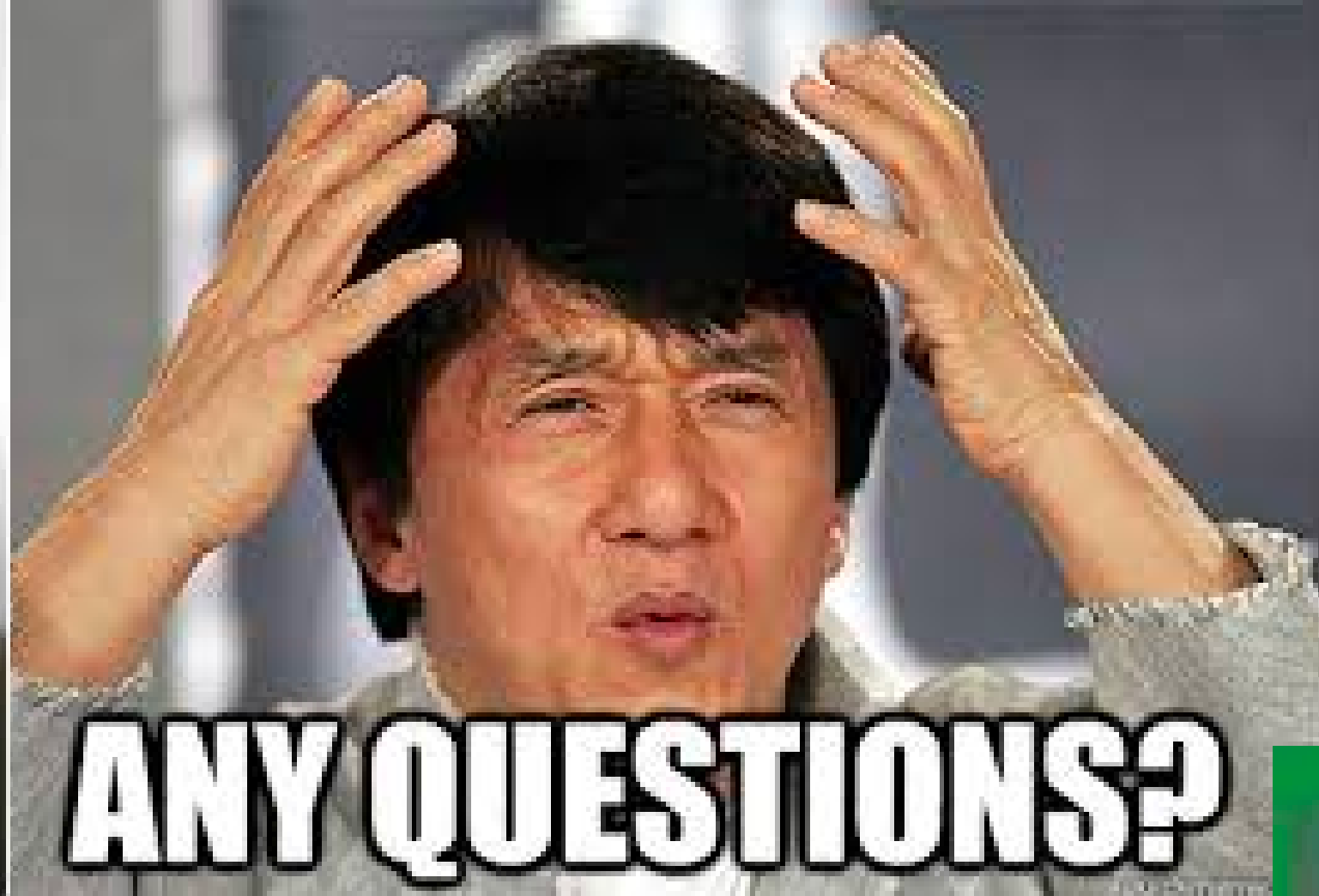


QUESTIONS ARE COMING

YA'LL GOT ANY

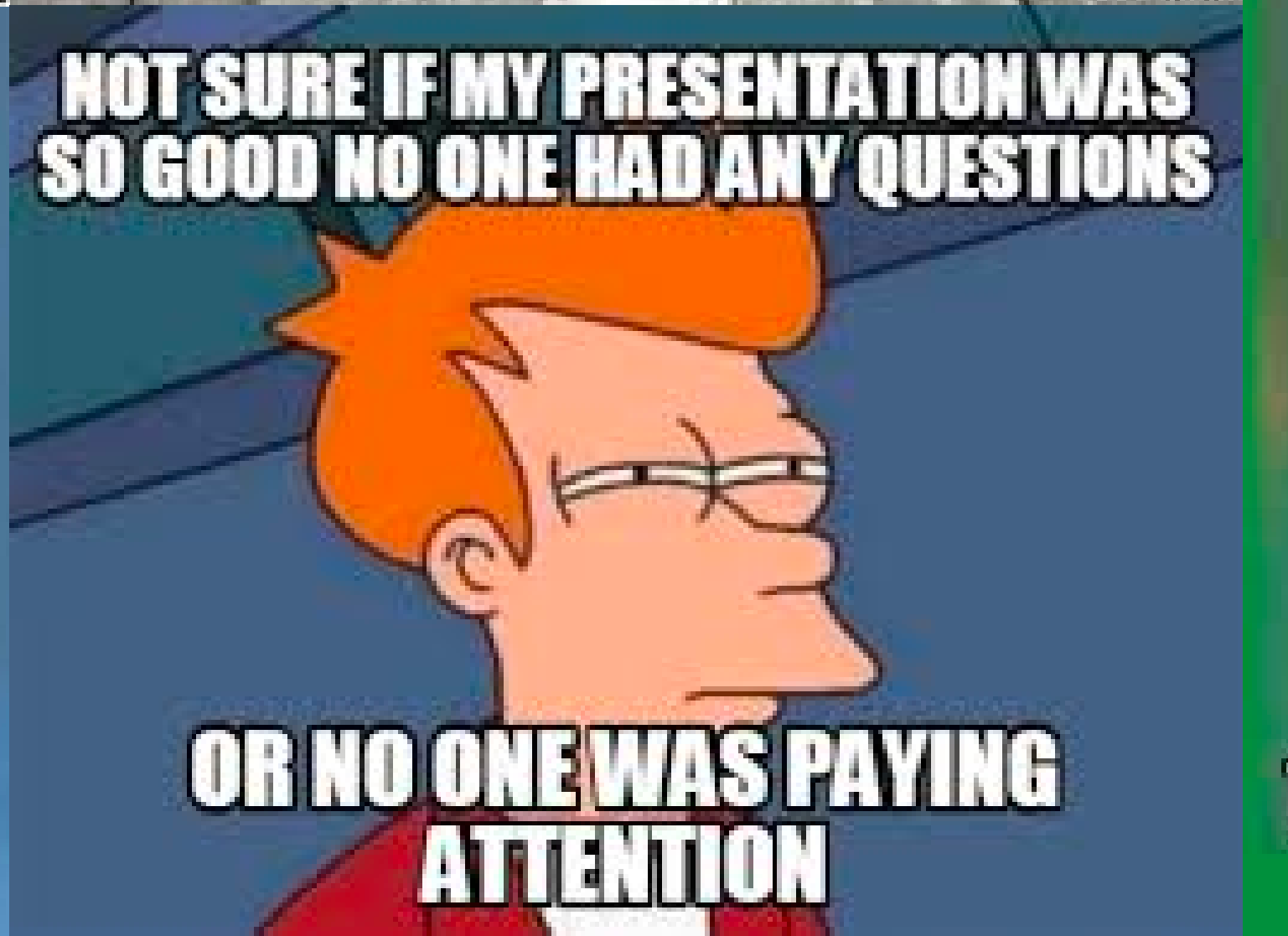


QUESTIONS?



ANY QUESTIONS?

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



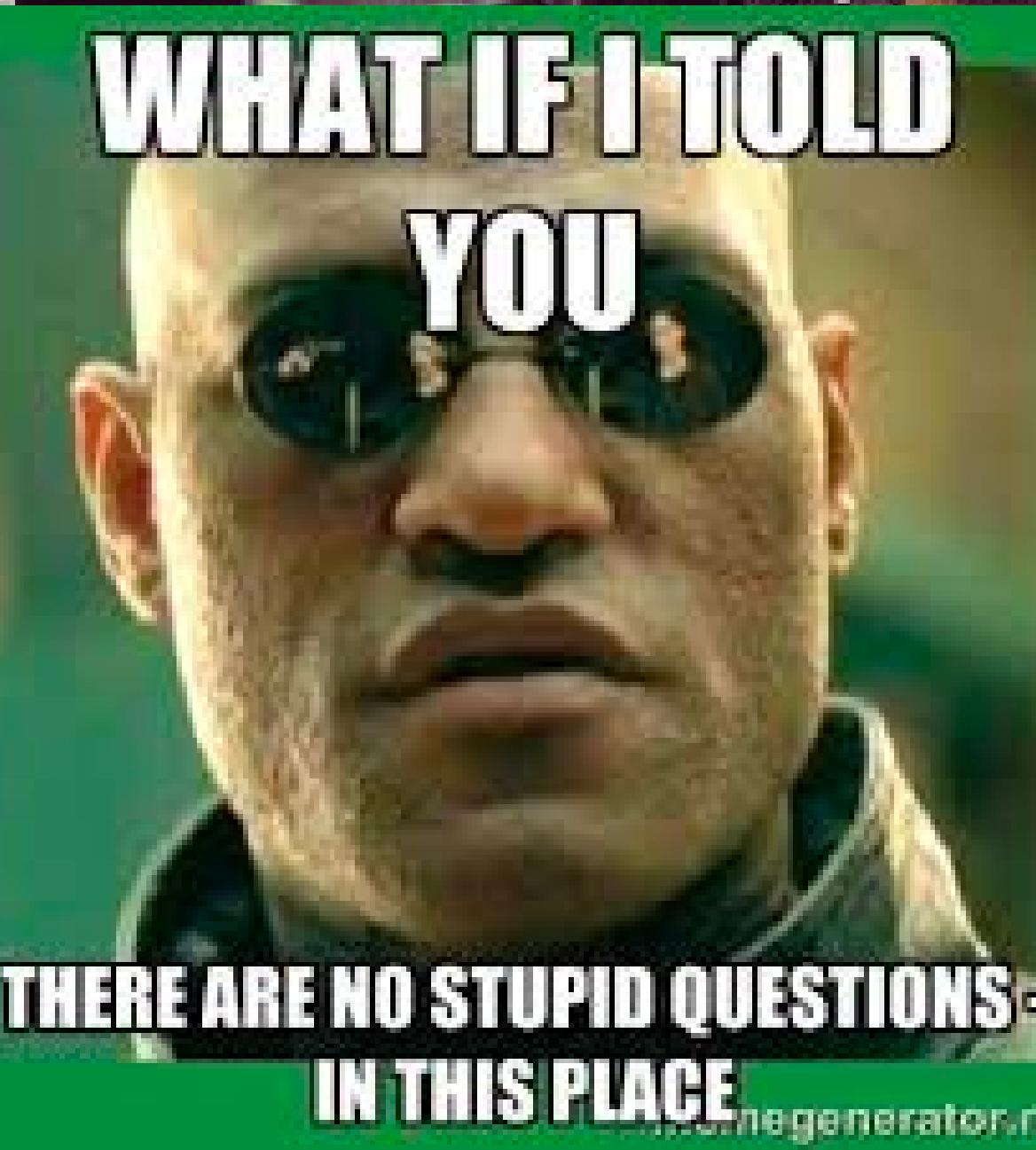
**OR NO ONE WAS PAYING
ATTENTION**

ANY QUESTIONS



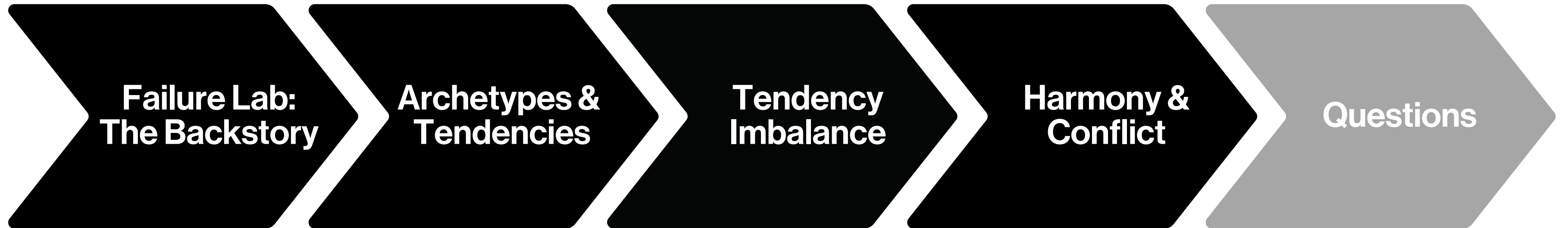
DO YOU HAVE?

**WHAT IF I TOLD
YOU**



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

Playing Nice: Personality Harmony & Conflict





One Small Step

Individual

- Think of one real-life person/situation/example of where you can use what you learned today to improve an outcome or a relationship
 - Specific person/relationship
 - Follow-up conversation

Leader/Manager

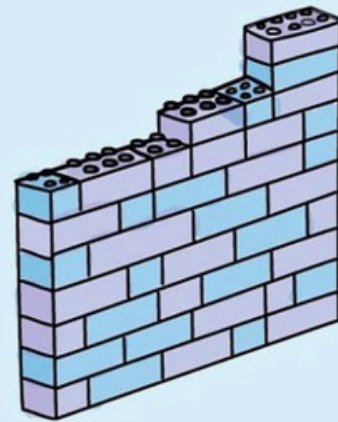
- Think of one actionable way that you can bring the concepts covered today into your team.
 - Modeling behavior
 - Incorporating into a meeting/process
 - Specific & pointed follow-up

Extra Credit: How Will You Hold Yourself Accountable?

WE THINK OF FAILURE AND
SUCCESS AS OPPOSITES



WHEN IN REALITY FAILURE
IS PART OF SUCCESS



LIZ FOSSLIE

@lizandmolly

HELLO
MY NAME IS

Anna Baeten

anna@failurelab.com

www.humansolutiongroup.com

www.failurelabtraining.com

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ONE HRCI Credit and
ONE SHRM PDC.**



HR Certification Institute's® (www.HRCI.org) official seal confirms that Terryberry meets the criteria for pre-approved recertification credit(s) for any of HRCI's eight credentials, including SPHR® and PHR®.

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