



Reframing Failure

Kati Strong, MM, MT-BC
Program Director
College Living Experience-Austin

800.486.5058 | ExperienceCLE.com



Our Roadmap for Today

1. Embracing Failure
2. When Helping is Actually Hurting
3. An Example of Celebrating Failure
4. Strategies for Fostering Positive Failure Experiences
5. Redefining Success: Greater Goals than Happiness

Live. Engage. Achieve. 800.486.5058 | ExperienceCLE.com



Embracing Failure

Failing
in order
to Learn



Live. Engage. Achieve. 800.486.5058 | ExperienceCLE.com

What Failure has to Offer

What went wrong?

Why didn't that work?

Improved Problem-Solving Strategies

Maybe if I try it this way...

Oh, I see, I need to do this instead.

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com

What Failure has to Offer

Self-Determination

Michael Wehmeyer (University of Kansas, mid '90's to present) and many others

- Personal Autonomy
- Freedom of Choice
- Empowerment

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com

What Failure has to Offer

Loss/Lack of Self-Determination

- Depression
- Learned Helplessness
- Lowered Self-Esteem

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com



What Failure has to Offer



Resilience

- the ability to adapt and 'bounce back' when faced with a challenge (from daily bumps in the road to major trauma)
- Predicts positive outcomes in 50-80% of a high- risk population (Werner, 2001)

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com



What Failure has to Offer

Resilience is NOT...

- A set personality trait
- Acquired through direct instruction alone
- A quality that some people inherently have and others do not
- Dependent on age, family history, background, etc.

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com



What Failure has to Offer

Resilience IS...

- An ability that can be developed/increased
- A part of healthy human development and learning
- Universal (the question is how much and how well it is put to good use in one's life)



Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com

What Failure has to Offer

Increasing resilience: What works?

Supportive Relationships

Positive self-image

Making plans and carrying them out

Managing feelings and impulses

Good communication skills

Strong problem-solving skills

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com

When Helping may be Hurting...

Consequences of the Lawnmower approach

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com

When Helping may be Hurting...

- Learned Helplessness
- Poor self-regulation skills
- Increased anxiety, depression, decreased overall well-being
- Decreased motivation for learning (avoidance)
- Perfectionism
- Entitlement, Unrealistic expectations
- Maladaptive responses to workplace scenarios

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com

Celebrating Failure

CLE-Austin's 'Reframing Failure' display

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com

Celebrating Failure

Famous 'Failures'

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com

Celebrating Failure

Reframed

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com

Celebrating Failure

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com

Failing Well: Tools for your Toolkit

Strategies for fostering positive failure experiences for your students.

Live. Engage. Achieve.


800.486.5058 | ExperienceCLE.com

Failing Well: Tools for your Toolkit


1. WAIT!! Pause before offering a solution/ answer / suggestion / warning
2. Be like Socrates- instead of answers, ask questions to spur critical thinking
3. Resist the urge to rescue! (*barring risks to health & safety*)
4. Balance failures with successes; build on strengths

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com



Failing Well: Tools for your Toolkit



Be it known that _____ is hereby certified to receive one, hundred or otherwise full or one or more relationships, hand-sets, friendships, emails or texts, papers, exams, classes, not necessarily with this, or any other classes or degrees associated with college levels of education and forevermore...and will be a totally worthy, utterly excellent human.

8. Manage the big emotions; Grow comfortable with being uncomfortable!

5. Embrace a growth mindset; power of 'yet!'

6. Watch your own response to failure (your students are too!)

7. When failures occur, model a healthy response

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com



Redefining Success



SUCCESS
WHAT PEOPLE THINK IT LOOKS LIKE

SUCCESS
WHAT IT REALLY LOOKS LIKE

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com



Redefining Success

My goal is **NOT** for your son or daughter to be **HAPPY!!**

(did she really just say that?!?!)



Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com

What is Success?

*"The purpose of life is not to be happy.
 It is to be useful, to be honorable, to be
 compassionate, to have it make some difference that
 you have lived and lived well."*

—Ralph Waldo Emerson

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com

What is Success?

Personal Growth and Identity Development

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com

What is Success?

Purpose and Self-worth

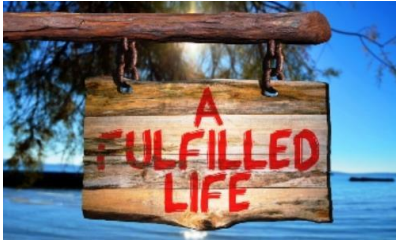
Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com



What is Success?

Fulfillment



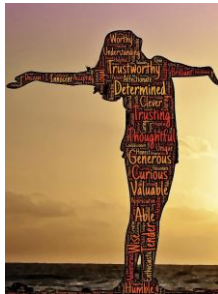
Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com



What is Success?

Confidence and Pride



Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com



Two things to keep in mind



1. Things will often get worse before they get better. This is true in both behavior and independence.

2. Shortfalls = Learning Opportunities

Think "teachable moments"

Live. Engage. Achieve.

800.486.5058 | ExperienceCLE.com

Live. Engage. Achieve.



Questions?
Points for Discussion?

Live. Engage. Achieve.



Kati Strong, MM, MT-BC
College Living Experience
KStrong@experienceCLE.com
