

Learning to Luv the Flub Marcy Heim, The Artful Asker

Let's create a mindset that shifts you from fearing failure to loving failure. There will be mess-ups but these mistakes are what get you to the good stuff!

From now on, put on your lab coat and look at your life and your development work as if you are a scientist conducting a series of experiments in the hopes of solving a problem or making a breakthrough discovery. – Marcy Heim

Use these FOUR STEPS to let go of any shame or embarrassment of making a mistake or experiencing a failure. Instead, conduct research to embrace the good, plan for the next round of research and SHARE YOUR WORK!

Step 1 – Identify a flub. Whatever it was, in your mind you see it as a fail.

It's weighing on your mind, or even keeping you from doing other things because you've thought "Well, if I can't do THIS, how can I possibly do THAT!?"

- *I didn't get out thank you letters timely*
- *I totally messed up with my kids*
- *I tanked facilitating a zoom event*
- *I pushed too hard on a donor and fear I offended her*
- *I failed to get 5 donor "visits" set up for the coming week...again*

Step 2 - Identify 2-3 things good things you learned or took away from the Flub you identified above. What worked? What was an Ah-ha?

What did I learn...

- *When I get the letters out, I am lifted up! Action now will still be welcomed.*
- *I care so much for my family! I need some sort of STOP mechanism before I react.*

- *This new virtual stuff is here to stay and I am engaging even on the zoom.*
- *When I let the money-pushers in my organization influence how I work with a donor instead of being authentic it doesn't turn out well. I need to be my donor-centric self!*
- *I have certainly set up appointments in the past that have led to nice major gifts for my organization. I can do this.*

Step 3 - Based on the Flub you chose in Step 1, identify 2-3 things that you'd do differently next time. While it's great to focus on what is good around the mistake, you don't want to repeat it. So what will you do next time to prevent it?

Before there is a next time I will...

- *Create a way to get the info I need to write the letter.*
- *Next time I will take a deep breath before I react to my kids. It will delay the harsh words.*
- *Learn how to make zoom work by blocking an hour to do zoom tutorials.*
- *Make a call to say I fear I overstepped and my real goal is to have you happy and delighted with your giving – that and a sincere apology.*
- *Explore what is happening in my thinking as I approach setting up visits with a mentor, coach or colleague. Am I pre-determining my results?*

Step 4 – Tell this whole experience to someone else. This actually gives you victory over it. (This is the step most folks leave out!)

So often we go into hiding when we fail. We feel embarrassed or ashamed and that causes us to hesitate or withdraw even more, which makes us even more afraid of making mistakes. When you share your mistakes and failures, you realize they're not as bad as you made them out to be. You talk through how it will be different next time and you give others the chance to help you grow, invest in your success, and to feel a kinship with you in the laboratory of life!

"I have not failed. I've just found 10,000 ways that won't work."

THOMAS EDISON



When you look at your life and your work like a scientist, you're no longer taking things personally. Instead you're experimenting and collecting feedback on what works and what doesn't... until you discover what REALLY works.