



FAILURE IS KEY TO SUCCESS

Leveraging the Agile mindset



THE MINDSETS

FIXED MINDSET AND GROWTH (AGILE) MINDSET**

One of the most important thing to remember about the fixed mindset and the growth mindset is that **we all have both mindsets**. Maybe we tap into the growth mindset more and more as we understand agile, yet the fixed mindset is something we need to be readily aware of.

The fixed mindset is inherent within all of us. There is no shame in having a fixed mindset in moderation. Though it is important to recognize it and see it as an opportunity!

**Please note that throughout this discussion, I will be using [growth mindset and agile mindset interchangeably](#).

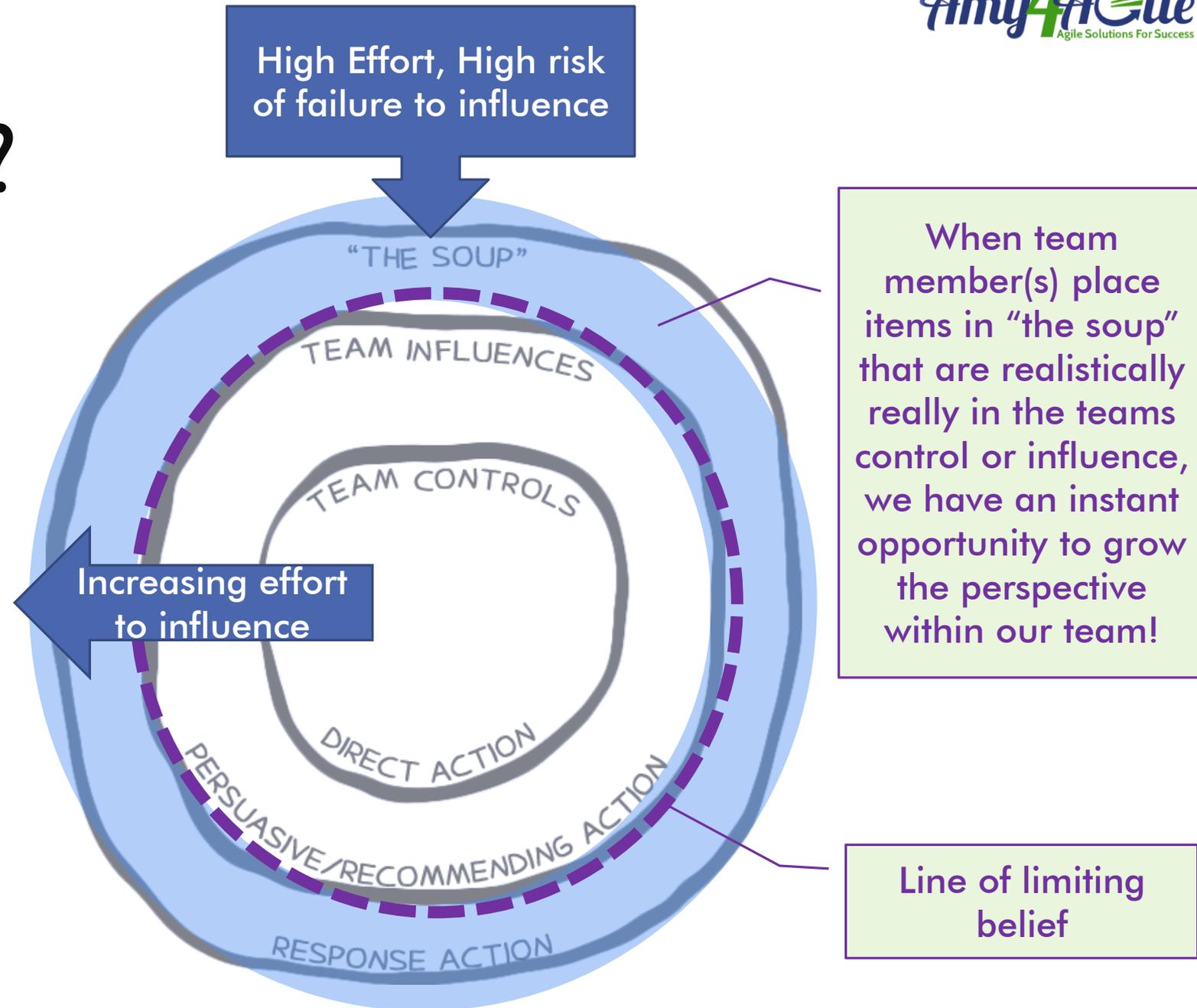
A FEW WAYS TO RECOGNIZE OUR FIXED MINDSET

1. We avoid tasks that have high chance of failure
2. Says "I/we can't..."
3. We self identifies with failure, instead of seeing it as a teachable moment in time. Thoughts like, "I am a failure..", instead of "okay, I'm in the learning curve, what did I get from this?"
4. We think things like, "I'm/We're smart", instead of "I/We did a good job!", which assumes it is our intelligence that created success (or failure) rather than the effort that went into the task
5. We have limiting beliefs, such as believing there are things completely beyond our influence (Believing in "the soup")

WHAT'S THE SOUP?

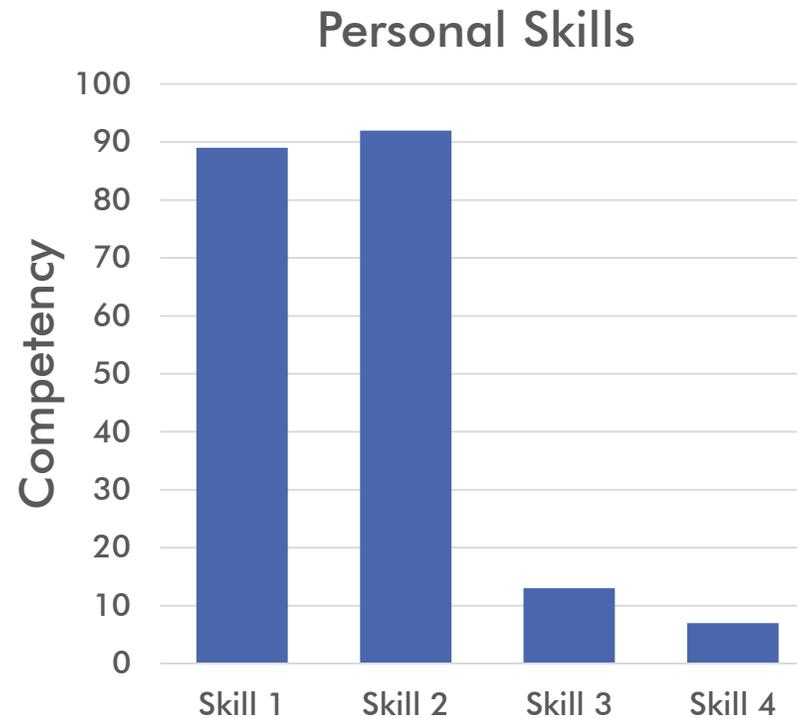
Circles and Soup

This is a retrospective game, introduced by [Diana Larsen](#), used to analyze what the team can control, influence, or they perceive is out of their controls. This is a valuable tool to see what the team's perspective is on their ability to influence

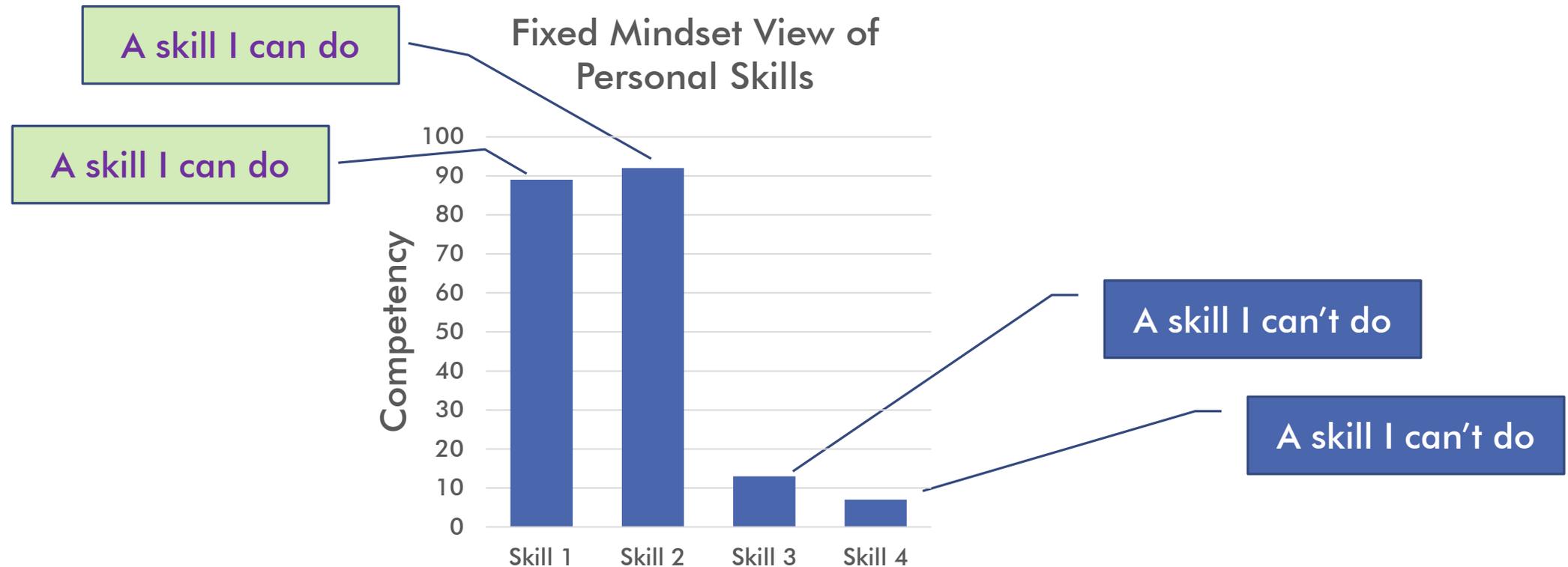


HOW WE VIEW OUR SKILLS?

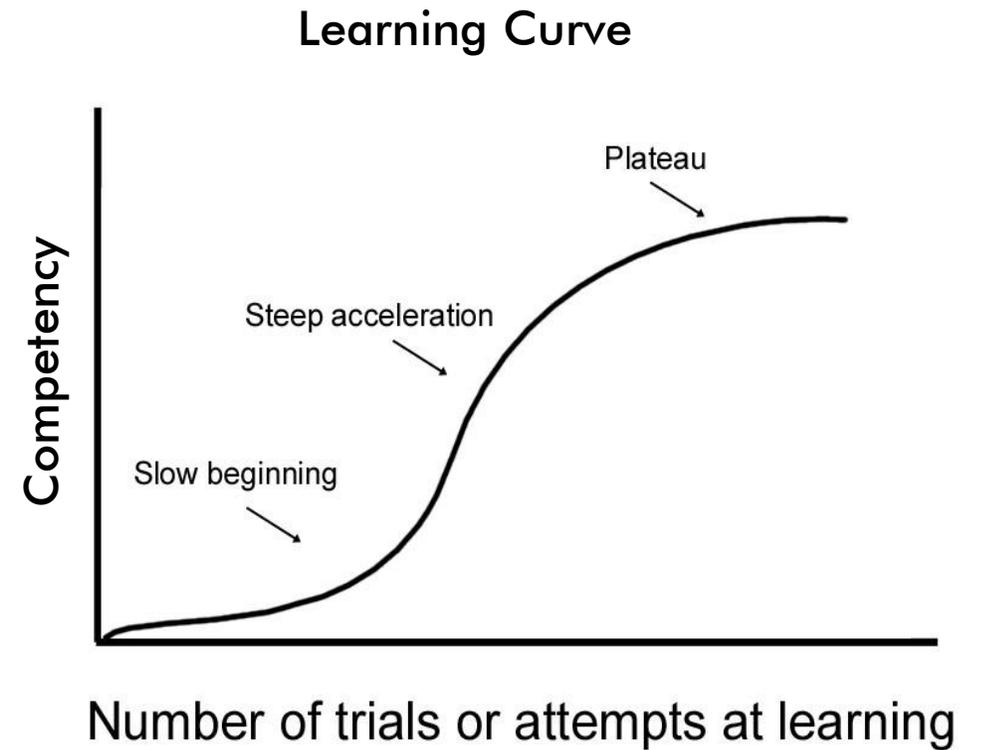
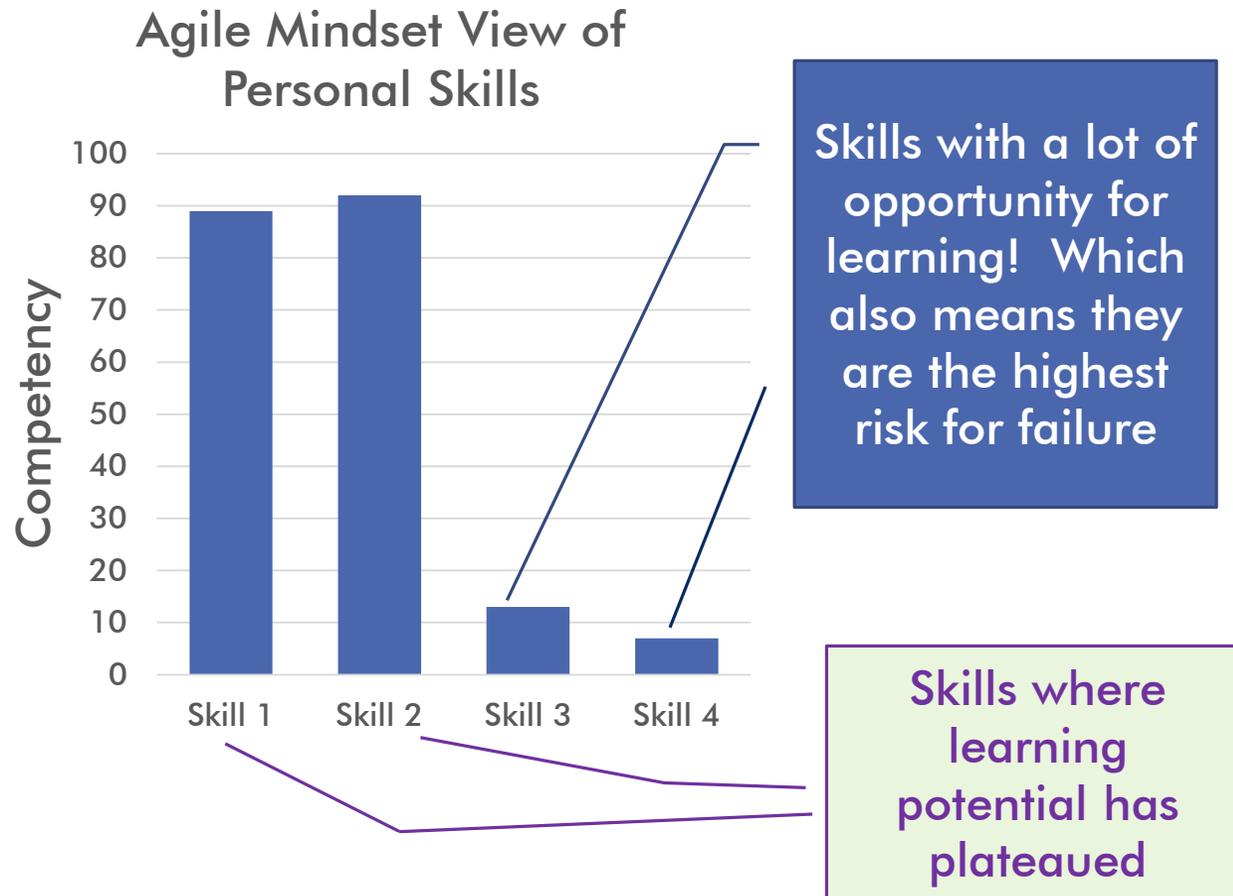
Let's consider a graph of our competency of skills. What do we think about Skills 1 & 2 versus Skills 3 & 4?



WITH A FIXED MINDSET, OUR SKILLS ARE BINARY, WE AVOID WEAK SKILLS



WITH AN AGILE MINDSET, OUR WEAK SKILLS ARE OPPORTUNITIES TO FAIL (LEARN)



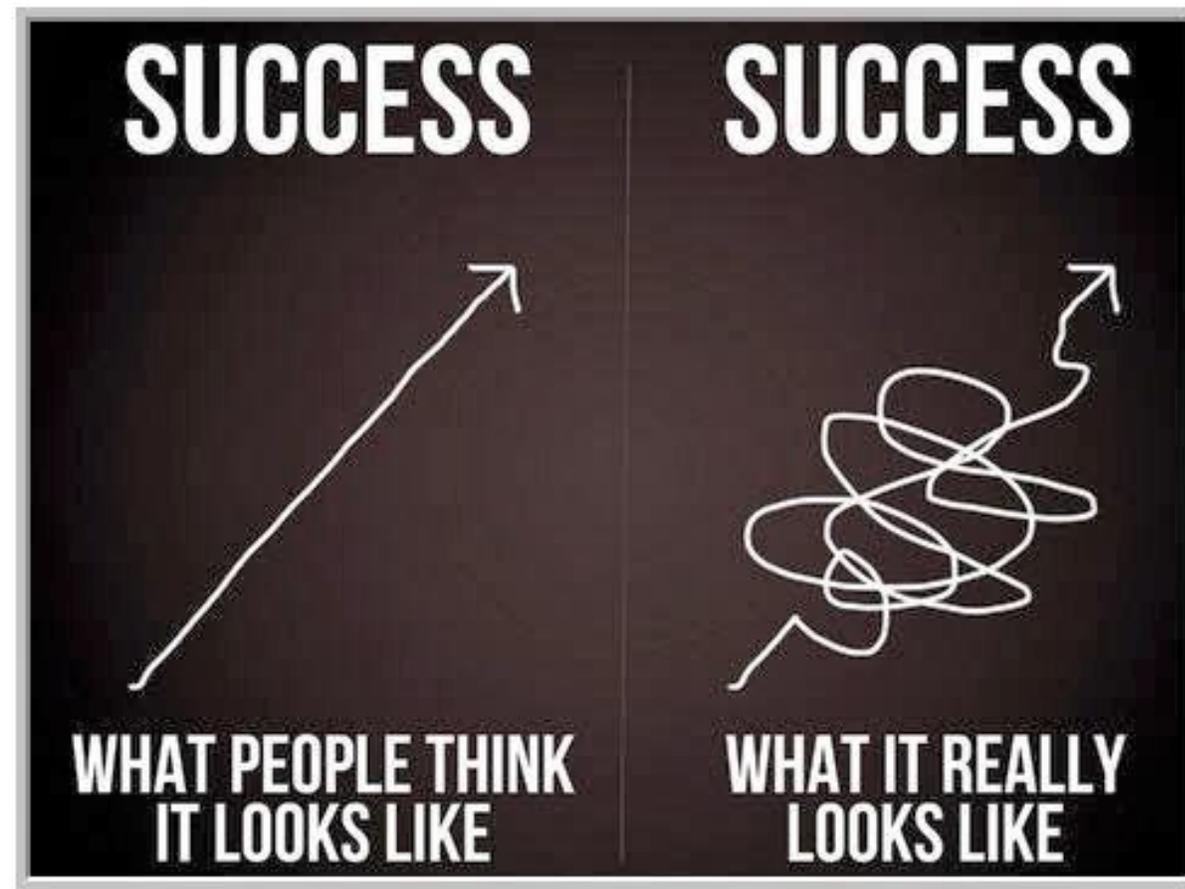
First
Attempt
In
Learning

OPPORTUNITIES TO FAIL |

WHEN IS OUR FAILURE VALUABLE?

Starting Perspective	Expected Outcome	Mindset	Graph of Expectation
<p>“I can’t do ...” OR “We can’t do ...”</p>	<p>Probably going to fail, not worth putting effort into.</p>	<p>Fixed Mindset, no learning</p>	<p>Graph not worth our time...</p>
<p>“Let’s follow a process, plan, boss, agile coach, etc...”</p>	<p>Expect to succeed with little effort. When we fail, it must be a flaw in the process, plan, etc. and not us!!</p>	<p>Fixed Mindset, no learning</p>	
<p>“Let’s experiment and find the solution together!”</p>	<p>Hypothesis planned, Experiments carried out, with anticipation of learning. Expect a bumpy road as we learn our way to a solution</p>	<p>Growth (Agile) Mindset, learning</p>	

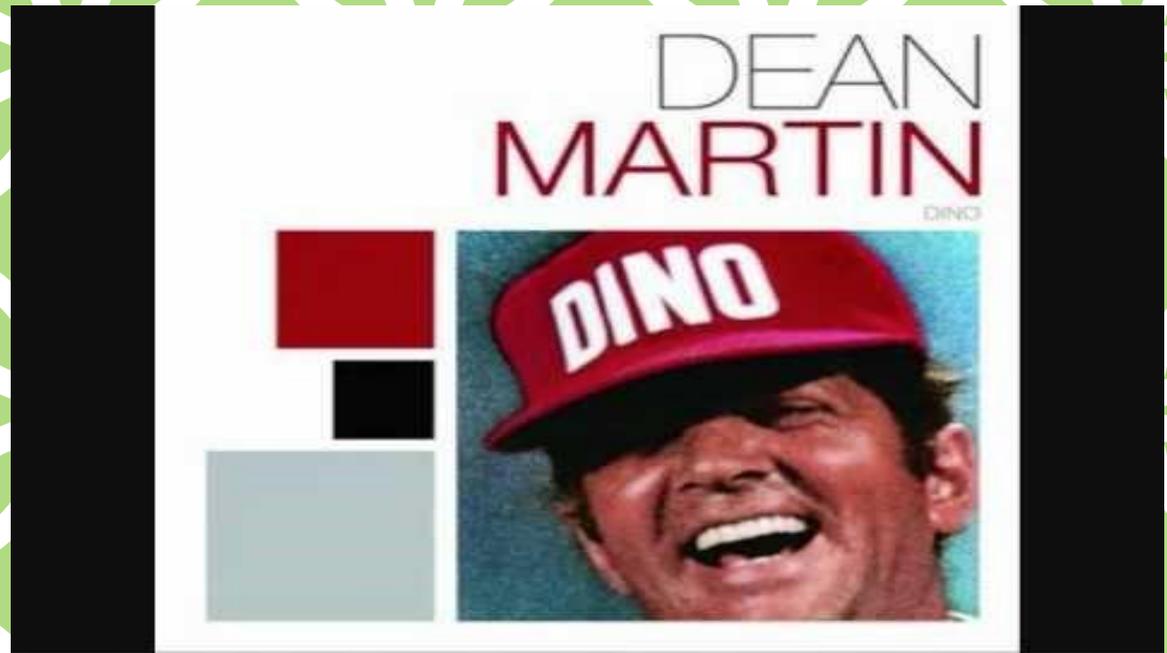
WHAT SUCCESS LOOKS LIKE!!



EXPERIMENTS: SHARED OWNERSHIP & LEARNING

It's not important who comes up with the idea, though it is important that **WE** all have a chance to be a part of the solution. To be a part of **OUR** creation and **OUR** experiment!

Let's start experimenting together!



I don't know what I'm doing more than half of the time

EXPERIMENTING MEANS WHAT?

EXPECTING FAILURE

I recently started low carb baking and have been experimenting with different ingredients that I am using for the first time

Knowing there is HIGH risk to fail when creating with and unknown ingredient or unknown recipe, so we expect failure and bake experimentally

Many small, complete, consumable products are created (aka cupcakes) to test the recipes and record the recipes outcome





WHAT DO WE DO NOW?

Action Items

HOW CAN WE EXPERIMENT MORE? ACTION ITEMS!

Futurespective Experiment (Retrospective):

Substitute a Futurespective instead of a Retrospective. The team comes up with a goal (hypothesis) and what action is needed to get to that goal. Timebox the experiment so that it begins after the Futurespective and the results are reviewed in the next Retrospective. This can be at the team, solution, program, or portfolio level event. Find the template here: <https://amy4agile.com/agile-conferences>

Embrace some Oldies but Goodies:

- Embrace SPIKES and POC as a value add when it is time to tread new waters (like my experimental baking)
- Respect that in SAFe the IP Sprint has one week of innovation and experimentation which is a crucial part of the planning process

HOW CAN WE INSPIRE THE **AGILE MINDSET?**

ACTION ITEMS!

Recognize the Fixed Mindset and Change Perspective:

- Be aware when we need help getting into the Agile (growth) mindset. When you or those around you say “I can’t...” or “we can’t...” think of several ways to complete the sentences “I can when...” or “we can when...”
- (Retrospective) Play Circles and Soup to see if there are opportunities to empower our teams with a broader perspective.

<https://www.futureworksconsulting.com/blog/2010/07/26/circles-and-soup/>

Acts of Leadership (Teambuilding Event):

Each team member writes the name of 3 team members and a recent act of leadership they accomplished. Then the team reviews the results. Then team then discusses what acts of leadership they will aspire to next and maybe suggest leadership opportunities for others on the team. We learn best when we take the lead for our own actions

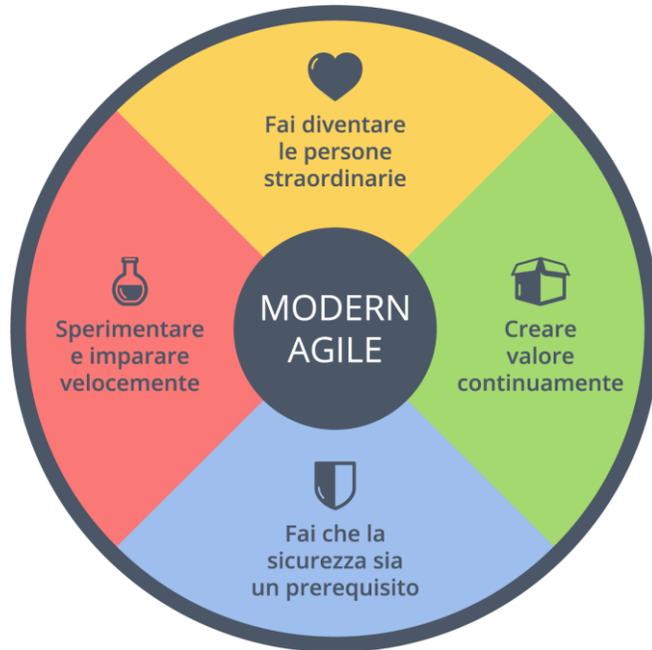
THANK YOU! ANY QUESTIONS?

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Agile Solutions For Success

<http://www.amy4agile.com>



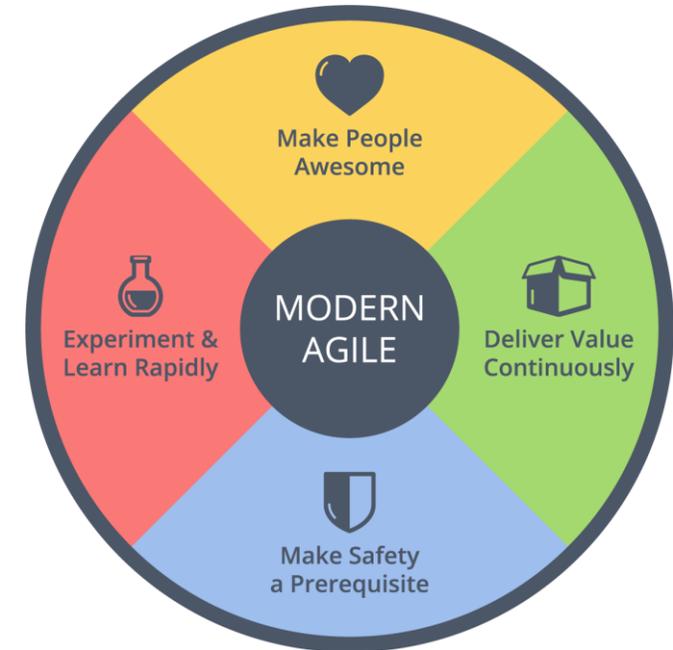
REFERENCES



Joshua Kerievsky – Modern Agile

Thank you Joshua for allowing me to mention you in my discussion!
I respect your resilience and your vision of Modern Agile!

<http://modernagile.org/>



Diana Larsen – Circles and Soup

<https://www.futureworksconsulting.com/blog/2010/07/26/circles-and-soup/>