

## Confidence-Building Gained by Taking Risks

Example from Denise Dampierre, application to professional life

Lessons Learned from Successful Outcomes	Lessons Learned from Mistakes
<p><b>Situation:</b> Turn-around of low performing team with longstanding political tensions that had withstood previous management changes.</p> <p><b>Result:</b> Changed the leadership, helped reposition departing folk, ramped up new team, transitioned to successors from new team.</p>	<p><b>Situation:</b> Technology start-up of a mobile app for parents to resolve challenges with children while staying positively connected with them.</p> <p><b>Result:</b> Developed and tested prototype and pitched to incubators. Did not secure product-market fit. Pivoting to work-life balance workshops.</p>
<p><b>Insights from the challenge:</b></p> <ul style="list-style-type: none"> <li>- Change is tough; there will be resistance. Focus on long-term goals helps overcome short-term friction.</li> <li>- Success is not a straight path. When a strategy falls short, tweak it and try again.</li> <li>- Enjoy the people. Even the challenging folk have something positive.</li> <li>- Keep connecting. Winning with enemies means winning them over.</li> <li>- With critique, focus on facts. Not individuals.</li> <li>- Talk and live the vision. Re-orient disagreement towards the common goal.</li> <li>- By not trying to be liked, I became appreciated! Go figure. Being genuine.</li> </ul>	<p><b>Insights from the challenge:</b></p> <ul style="list-style-type: none"> <li>- There were three types of reactions.               <ol style="list-style-type: none"> <li>1. It won't work</li> <li>2. It will surely work</li> <li>3. It could work under ____ conditions</li> </ol>               Listen to these guys.             </li> <li>- When people told me I'm wrong, I stopped listening to them. Instead, explore with open ended questions. If they don't want to answer, move on.</li> <li>- Show up. Dress up. Speak up. (Compete. Present. Pitch.) I got to pitch at Harvard Business School NVC and Viva Tech!!!! What a confidence booster.</li> <li>- My company reached the second rounds before getting cut. I have good ideas. In a team, I add value.</li> <li>- If you can't build a team, you don't have a market. Team members are the first buyers.</li> </ul>
<p><b>Take away from this exercise:</b></p> <p>This exercise helped me step back and notice that I lost some pride (probably a good thing), my network grew, and I gained assurance, adaptability, and resilience THANKS to my failures! Not bad.</p> <p>I also notice how my success came from not worrying about my performance (!) but by focusing on and involving others in our common goal.</p>	

## Confidence-Building Gained by Taking Risks

Example from Denise Dampierre, application to personal life

Lessons Learned from Successful Outcomes	Lessons Learned from Mistakes
<p><b>Situation:</b> Teen son mediumly motivated with school work and needed to secure an orientation after graduation.</p> <p><b>Result:</b> I let my son take responsibility for his future. When I stopped controlling, he took action.</p>	<p><b>Situation:</b> Ask my husband (DH) what he would like to see me change in the upcoming year.</p> <p><b>Result:</b> He told me directly!</p>
<p><b>Insights from the challenge:</b></p> <ul style="list-style-type: none"> <li>- Success is as much about the process (our relationship) as the result (his post-graduation option)</li> <li>- The hardest task is not to act! To let his problem STAY his problem, and not to make it mine.</li> <li>- Being a sounding board invites him to discover unhelpful beliefs. Ex. "Being a kid is fun. Being an adult is boring and work."</li> <li>- Break down daunting tasks into small decisions. Ex. Replace "What studies to pursue?" with "Which schools to visit?" "What questions to ask?" "What criteria to choose for decision-making?" ...</li> <li>- Worst case scenario is very uncomfortable but not end of the world.</li> </ul>	<p><b>Insights from the challenge:</b></p> <ul style="list-style-type: none"> <li>- DH sees things I have trained myself not to notice.</li> <li>- There is a reason behind complaints. Often this underlying assumption is not clearly expressed. Once out in the open and addressed, the complaints stop.</li> <li>- DH cares about me enough to believe I can do better. I am capable.</li> <li>- DH trusts me that I will listen. I am a good listener. I can develop trusting relationships.</li> </ul>
<p><b>Take away from this exercise:</b></p> <p>When I began this exercise, I thought of how much I had helped my son. Now I realize that my greatest achievement was to show my belief in him by letting him overcome (a.k.a. struggle first then overcome) on his own. It changed my view of him...and his view of himself.</p> <p>This exercise gave me insights into my DH's perspective. He notices my behaviors (pleasing and annoying) because he cares. This realization makes me more open to feedback.</p>	

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from \_\_\_\_\_ (name)

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<b>Situation:</b>       <b>Result:</b>	<b>Situation:</b>       <b>Result:</b>
<b>Insights from the challenge:</b>	<b>Insights from the challenge:</b>
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