



CAREER COMPASS

Steer Your Career. Accelerate Our Mission.

Succeeding Through Setbacks

Participant Workbook

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Introduction

Objectives-Today You Will Learn:

- Why failure should be viewed as a learning tool
- Tips for overcoming setbacks



Agenda:

- Discussion about setbacks and failure
- How to overcome setbacks
- Reflection

Celebrity Trivia

Do you recognize the person in the photo? Write her name in the space provided below.



Do you recognize the person in the photo? Write his name in the space provided below.



Do you recognize the person in the photo? Write her name in the space provided below.



What do all three of these people have in common? Use the space provided to capture your thoughts.

Can you think of a time that you failed at something or had a significant setback?

- What did you do?
- Do you have a “typical” response to setback?

Use the space provided to capture your thoughts.

Failure as a Positive

How do you react to failure? Do you let it get you down? Use the space provided to record your thoughts.

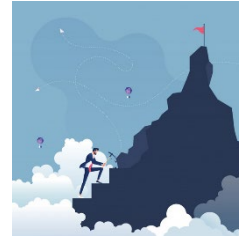
Viewing Failure as a Positive

- It means you tried
- It helps you learn and grow
- It makes you stronger
- It may open new doors



Obstacles to Learning from Failure:

- Blame
- Fixed Mindset
- Fear



“If you’re going to take bold bets, they’re going to be experiments. And if they’re experiments, you don’t know ahead for time if they’re going to work. Experiments are by their very nature prone to failure. But a few big successes compensate for dozens and dozens of things that didn’t work.”

Jeff Bezos, Amazon.com

What do you think is your biggest reason for seeing failure as a negative? Use the space provided here to capture your thoughts.

Overcoming Setbacks

Tips to Overcome Setbacks:

- Reflect on reasons for failure
- Develop SMART goals
- Commit to your personal development
- Know where to get advice
- Visualize success and celebrate small wins

Reflect on Reasons for Failure

- Take time to reflect
- Remove judgement from the equation
- Keep a learning journal

Developing SMART Goals



SMART Goals

- Specific
- Measurable
- Achievable
- Relevant
- Timebound

Example- Exercise:

Goal: I want to be able to run 5 miles by Thanksgiving. ***Is it SMART?***

It's Specific: I want to be able to **run 5 miles**.

It's Measurable: **5 miles** is a concrete distance; you can use an apple watch, a map, or GPS to measure.

It's Attainable: This is a good beginning goal and could be adjusted based on a person's starting point.

It's Relevant: Cardiovascular exercise is part of physical fitness.

It's Timebound: There's a specific deadline- **Thanksgiving**.

Example-Being a Better Leader

Goal: I want to be a better leader. I'm going to start meeting with my individual reports so that I can build a better rapport with them. Is this a SMART goal? **Why or why not?**

Use the space provided here to capture your thoughts.

How can you turn the above scenario into a smart goal? Use the space provided here to capture your thoughts.

Commit to Your Personal Development

How can you commit to your personal development? Use the space provided here to capture your thoughts.

Know Where to Get Advice

Where can you seek advice for your personal development? Use the space provided here to capture your thoughts.

Visualize Success

When you're recovering from failure and setback, how can you visualize success? Use the space provided here to capture your thoughts.

Celebrate small wins!



Final Reflection

- What is something new you learned today?
- What is the most important tip you will share with a co-worker that wasn't able to attend today?

Use the space provided to capture your response.

Contact Information

BD17 Contact Information: Write to us! We are always seeking to improve our learning and development products and encourage your feedback. Please email us with your suggestions and we will incorporate them into future work. Additionally, we are available to answer any questions about the content you may have and provide additional resources to support your learning endeavors.

- NAVFACHQTotalForceDevelopment@navy.mil

Development Resources

Career Compass Resource Center: An online source of information that provides NAVFAC civilian employees access to professional growth and development opportunities.

- <https://www.navfac.navy.mil/ccrc>

To access more content specific to the **Initiative** competency:

- <https://www.navfac.navy.mil/Initiative>

Career Compass Catalog: an online tool which provides you with information to help you take ownership of your professional development. It identifies options to assist in planning and creating a successful career path within NAVFAC.

- <https://www.navfac.navy.mil/cc>

Course Credit

You will receive credit for participating in this course. Email the address below. Make sure to include all the following information:

Component	Include in Email
Address	W_NAVFAC_PRTN_NITC_NFI_ADMINS_US@navy.mil
Email Subject Line	Self-Certification – Succeeding Through Setbacks
Course Name	Succeeding Through Setbacks
Course Completion Code	5ym'FU

Or, if you have a smart phone, you can simply scan the QR code below to generate the email with all the necessary information:



Make sure you include your Navy email address in the body of the email.