

EMBRACE FAILURE, *Ditch Perfectionism*

» Failure can be a good thing.

Burnout is shown to increase the risk of medical errors by 200%. This can not only impact your career, but also jeopardize the safety of patients.

One of the most pressing reasons burnout is rampant in health care is perfectionism and fear of failure. The truth is, no matter how talented you are, **perfection is unachievable and failure is inevitable**. Learning to fail forward and allow yourself a margin of error is crucial for growing, improving, and sharing your experiences with others.

TIP “Yet” is the key word (*I haven’t succeeded – yet*)

When you fail, document:

- » What you learned from failing
- » What you would do differently
- » What you will share with others
- » What you did well despite the situation



*It’s estimated that **80% of burnout** is related to organizational factors. That means you need to overcome outside stresses and focus on personal well-being.*

The Building Blocks for Failing Forward ENSURE FAILURES TURN INTO SUCCESSES

Nurture your support community

Who in your workplace can you share your failures with?

Thank them for their support.

Who in your workplace can you share your joy with?

Schedule a time to share coffee with them.

Remain engaged

What brings you joy at work? Try to incorporate more of those aspects into your work.

What drives your frustration? Analyze what tasks you could remove at work to add aspects that drive joy.

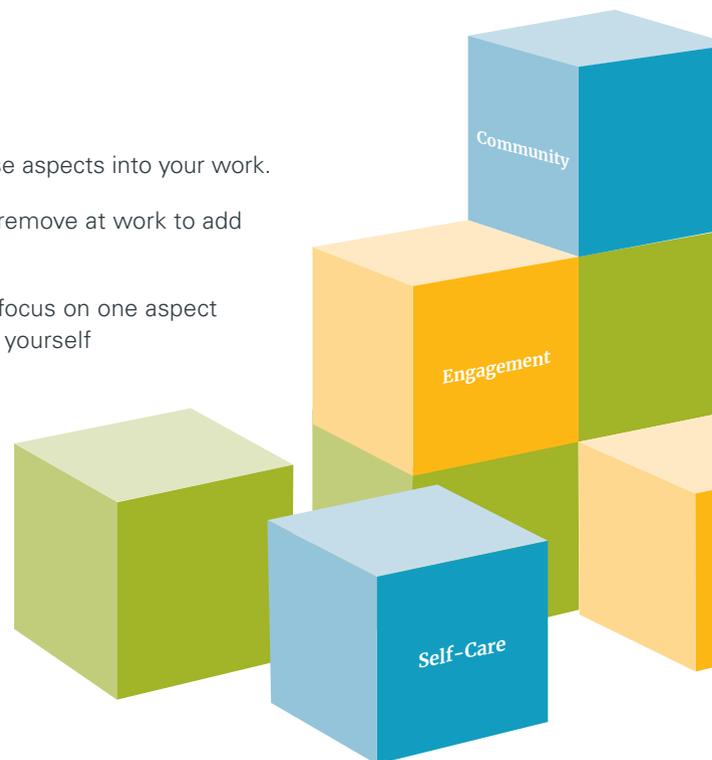
What are you thankful for right now? As you start your day, focus on one aspect of your work for which you are thankful. State this gratitude to yourself throughout the day.

Practice self-care

Where can you carve out 30 minutes in your day?

Think of three 30-minute openings in the next week when you can make time to self-reflect.

What activities relax you the most? Schedule your 30 minutes to walk, read, journal, rest, or exercise—whatever relaxes you. Turn off all electronic devices and distractions.



Additional Resource

Nankivil, N. (2019). Elevating the conversation: Ecology of well-being in the health professions [PowerPoint presentation]. Conducted at the University of Nebraska Medical Center, United States.



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