

Growth Mindset Thinkers  
Video: Learning from Failure

(JIM FISHER:) I do believe everyone can lead. But I also -- I think there's, sort of, two, kind of, underlying caveats I always have. One is you have to want to. You have to want to. That's number one. You actually have to want to lead. And there are some people who don't. And given the opportunity, they will not. So they can't duck it all their life in all situations, but they duck it whenever they can. They just -- they're just uncomfortable; they don't want to do it. They'd rather go along. So that's -- I think that's a fact. The other one is courage. And that's what gets to the issue of failure. Because if you try to lead and people don't follow you, that is a failure. And you have to acknowledge it. It didn't. It didn't work.

If you're the teacher in the classroom and you're trying to build a really great tolerant, diverse, interesting, why I came to learn, great classroom ... and it doesn't come off. That there are actually some, quote, I would say kids who are natural leaders in the thing who take it off -- take the class off in a different direction. And you don't get it back. That's a failure. So it's like everything in life. You actually don't learn much from your successes. You mostly learn from your failures.

So you would have to say, All right, I was trying to lead our social group to go off and have dinner together and they didn't want to do it. What did I get wrong? What did I do wrong? Did I say it wrong? Did I do it at the wrong time? Was there somebody I offended by doing that? So what you have to do is you have to kind of -- you get your -- your empathy radar has to go up. You know? You're sensing around. And you're on to this idea that nobody will ever tell you why you failed. Nobody ever will. They will give you an answer if they ask, but it's not real. They'll say something like, "Oh," you know, "I had a bad hair day." Or whatever. Whatever they say when in fact they didn't want to go dinner with you. And you just put that away. And you work on it next time. And next time you give it another go.