Mistakes Made, Lessons Learned

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PRESENTATION OVERVIEW

- LEARNING GOALS OF THE PRESENTATION
- OUT FORMAT: MY MISTAKES AND YOURS
WHAT I ASPIRE TO BE AS A HIGH-FUNCTIONING, MATURE CONSULTANT
I DEFINE MATURITY AS:

- Ability to know what I think and what I stand for
- Capacity to manage increasing levels of discomfort in important relationships
- Competence to live with differences between self and others, without trying to change the other
- Aptitude to know what part I have been playing in relationships that are not working well/optimally
WHAT IS A MISTAKE?
& HOW DO WE BENEFIT FROM OUR MISTAKES?

Image source: https://www.youcubed.org/think-it-up/mistakes-grow-brain/#.V-UB5B0X0Y.email © Jo Boaler, 2015

WHAT IS A PROFESSIONAL/FAMILY MISTAKE THAT YOU HAVE MADE?
WHAT DID YOU HOPE TO ACCOMPLISH?
WHAT GOT YOU THERE?
WHERE DID YOU END UP?
WHAT DO YOU WISH THAT YOU HAD DONE?

MY TWO MOST GLORIOUS MISTAKES

2017 FAMILY ENTERPRISE XCHANGE SYMPOSIUM
AND WHAT I LEARNED FROM MY OWN MISTAKES

MY MISTAKE #1

► RETURNING TO CAUSE & EFFECT THINKING
► NOT KEEPING THE FOCUS ON THE SYSTEM
MY MISTAKE #2

- LOOKING TO THE GROUP TO MAKE CHANGE
- INSTEAD OF ONE MOTIVATED PERSON

MY MISTAKE #3

- SOLVING AN EMOTIONAL / RELATIONSHIP CHALLENGE
- WITH A LEGISLATIVE SOLUTION
**SELF DIFFERENTIATION**

The unit of change is initiated from one person, not from consensus.

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http://www.wbur.org/hereandnow/2016/09/16/viral-video-bacteria

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**DIFFERENTIATION**

- Any time one key member of an organization can be responsible for self, the problem in the organization will resolve.

  - Murray Bowen, MD

  - "Family Therapy in Clinical Practice" p. 463

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**2017 FAMILY ENTERPRISE XCHANGE SYMPOSIUM**
IN CONCLUSION

- The most important lesson is to remain emotionally neutral
- & see the problem as a part of the system.

MY TASK IS TO HELP THE SYSTEM THINK
NEXT STEPS:

- Knowing my own reactivity and fear response in the face of real or perceived threat
- Knowing what I bring to the challenge from my own family
- Being aware of what makes it hard for me to think systems—when I am part of the system

Any Questions?
HOW THE BRAIN Responds To MAKING MISTAKES