Think of a project, initiative or experience that has been perceived initially as “negative” for the firm. Anything that has caused the firm to feel a loss in confidence is the experience you want to concentrate on. The trick is to take that challenging experience and turn it into a new strength based on the new knowledge you have.

|  |
| --- |
|  **Describe the experience you would like to improve, learn from or change in your firm.** |
|  |
| 1. **What worked in this situation?**
 | 1. **What did not work in this situation?**
 |
|  |  |
| 1. **If you could do this again knowing what you know now, what would you do differently today?**
 |
|  |
| 1. **Create a list of actions that would produce confidence in the future. What are you committed to doing differently in the future?**
 |
|  |