Biggest Fuck Ups Game

"Fucking up is not just part of the process - IT IS THE PROCESS!"

"Fucking up is human. So is our vulnerability. Let's be more vulnerable, creative humans who don't give a fuck about fucking up."

How to play

When I... so I felt...

Share your own experience in relation to one of the areas. How did you feel? Why? The one who shares chooses the area. Rotate the board so you can read.

Continue to share you failures with each other.

- What did you fail at?
- How did you solve it?
- What did you learn?

My biggest fuck up...

Ideas to build psychological safety

What can you do to build up more psychological safety? Make a list with actions you can start or stop doing.

What is the Biggest Fuck Ups Game?

This is a place where we own our failures. Talk about them without fear of being criticised or getting in trouble, in order to learn lessions that turn us into a badass. A place of risk taking, experimentation, and thinking differently are essential. A place where we take the drama out of failure and make it a part of our well-functioning culture.

What the Biggest Fuck Ups game is not

This is not a place where we revel in failure, feel like a failure, feel sorry for ourselves, whine about our misforutne, or blame ourselves.

You have two choices:
A) Do nothing and let failure eat you from the inside.
B) Set yourself free and own your failures to become a real creative badass

To fail is human; so is our vulnerability. So, let us be more vulnerable, creative, fellow humans who build psychologically safe teams and environments. If we're the ones failing, we can use curiosity to learn from our experiments and failures, and then share them with each other. Who cares? That's the only way to succeed.

Good and bad fuck ups?

Not all fuck ups are equal. Some are better, some worse, and some are really bad.

Good "fuck ups"
- When you take curry powder instead of cinnamon and discover something really good
- When you make a decision no one likes, then change it based on feedback
- When you enroll in a Puppet course, thinking you will make marionettes... but you end up learning about software for configuration management

Bad "fuck ups"
- When you need to book flights to give a guest lecture, but you book the wrong dates
- When you left chocolate on the coffee table and accidentally kill the office dog

Psychological safety

Psychological safety is the biggest contributing factor to the most high-performing teams at Google, Apple, Pixar and Tesla.

Leaders and managers showing they're human and talking openly about their failures can help build a culture of safety and innovation, where employees can dare to take risks without fear of punishment.

... another side, for someone else

Innovation & psychological safety
- Be open to diversity
- Build upon others' ideas
- Share no ideas
- Okay to be angry
- Dismiss others' ideas
- Right to your own opinion

Conflict resolution & psychological safety
- Okay to be angry
- Whose fault it was
- Low tolerance
- High tolerance
- Uncomfortable to question & critique
- Free to not be perfect

Trust & psychological safety
- Keep your promises
- Lies and betrayal
- Gossip
- High trust

Continuous improvements & psychological safety
- Critique the status quo

Motivation & psychological safety
- Decisions under the table
- No one trusts my compentence
- Favoritism
- Right to set your own goals
- Detailed control

Self-confidence & psychological safety
- What should we be afraid of
- Okay to be afraid
- Feedback in safe format
- They don't accept me

Learning & psychological safety
- Right to a different opinion
- Free to try and fail safely
- Ask no questions
- Okay not to know and to ask questions

Performance & psychological safety
- Cooperation
- Cannot admit weakness
- Share no ideas
- "Need to know basis"
- Free to not have all the knowledge yourself

One side...

oh no! *you mean oh yes!*

DANDY PEOPLE

Biggest Fuck
Ups Game

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