

"The problems we face cannot be solved at the same level of thinking we were at when we created them."

Albert Einstein

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Building Personal Accountability in Your Work Team

Fostering a team commitment to personal accountability can help move employees out of the gray performance area and into the realm of infinite possibilities. To find out how to do it, [click here](#).

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To contemplate the impact that collective bargaining might have on their work team today, managers and supervisors should review historic labor relations practices on both a local and national level. To read about it, [click here](#).

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Making Good Mistakes

By Allan Forbis, Planning and Development



Years ago, in a classic 1972 guest appearance on the Tonight Show with Johnny Carson, comedian George Gobel was trying to hold his own with funnymen Bob Hope and Dean Martin. When Carson quipped that Gobel may have made a mistake by trying to go head-to-head with these two comedic greats, Gobel paused and quietly remarked, "Did you ever feel like the whole world is a black tuxedo and you're a pair of brown shoes?"

As funny as Gobel's quip may have been, it is likely that each of us have found ourselves wearing these same brown shoes after making a mistake at some point in our career. And to us, at least at the time, it probably wasn't very funny. However, as this article will suggest, even as bleak as the situation may sometimes seem, we are all capable of turning our bad mistakes into good ones.

In *The Art of Making Mistakes* (June 2003), Robert D. Ramsey suggests that regardless of their classification

as careless, foolish, innocent or any other category you come up with, "mistakes come in all shapes and sizes" and "keep us on our toes."

More often than not, mistakes result from trying to do too much too fast, assuming without knowing, not listening, not asking, or not paying attention. However, before we start to feel overwhelmed by the different types of mistakes we can make and the possible repercussions from them, we must not forget that mistakes can also help us grow personally and professionally. As Ramsey contends, "mistakes are our greatest teachers."

Mistakes don't just happen. They occur for a reason. If you can pinpoint the reason and learn from it, then making the mistake can actually become worthwhile. As a result, the mistake becomes a tool you can use to help you become better prepared and more successful in the future.

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