



Moving Forward

Harnessing self-compassion in the face of failure

Objectives

- ▲ Question your unmanaged mindset towards failure
- ▲ Explore the Intruder Paradox and differentiate from Impostor Phenomenon
- ▲ Move forward with and despite your Inner Critic and outer exclusionary voices

Redefining Your Response to Failure

“Failure is not the opposite of success — it's data for growth.”

My chosen failure response (e.g., reflect, revise, recommit, rest):

Part 0: Recognize the Source of Discomfort

When I feel like a failure, is it:

- IP (internal self-doubt)
- IPx (externally imposed “you don’t belong”)
- Both

Part 1: Reframe What Failure Means

How do you currently define “failure” in your work role?

Recall a time during training or practice when a “failure” led to growth. What did you learn?

Where did this definition come from? (parents, residency training, mentors, medical culture, personal values, etc.)



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Part 2: Rewrite the Narrative- shift from blame to curiosity

"This felt like a failure because _____,
but it taught me _____,
which will make me a better physician by _____."

Reflection on IPx: "Even though external pressures suggested I didn't belong, I can still take ownership of my growth by _____."

Part 3: Intruder Paradox or Imposter Phenomenon

Reflect: Was this discomfort IP or IPx? _____

If IPx: Identify external factors that contributed.

Ask: What does this discomfort signal about where I am growing?

Micro-action: What's one step I can take to move forward without internalizing external judgment?



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Reflection

How has “failure” been required for me to grow as a physician, mentor, or leader?

How might recognizing IPx change how I respond to challenges and setbacks?

Fill out a model to see:

C (pick an event that triggered self-doubt, frustration, or disappointment)

.....

T What story or interpretation am I attaching to this event?

.....

F How does this thought make you feel?

.....

A What does *this* feeling tell you to do?

.....

R What outcome arises from this response?

.....



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Questions:

How can you respond in a way that acknowledges the reality of external bias while maintaining my agency?

What is within your control?

How can you process anger or disappointment safely?

Meta-Reflection

Does this thought reflect internal self-doubt (IP) or externally imposed barriers (IPx)?

How does distinguishing between IP and IPx change your approach moving forward?