



HR Monthly Newsletter

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The Role of Failure to Achieve Success

by Ulliance

It's easy to admire success. Headlines highlight achievements, promotions, and breakthroughs, but rarely the missteps that came first. In a professional setting, failure can be unsettling. It challenges identity, rattles confidence, and can cloud future decisions. But when reframed, failure can become a powerful tool for growth. It clarifies values, builds resilience, and sharpens judgment.



Common Misconceptions About Failure

Failure tends to carry weight far beyond the moment it happens. In the workplace, it's often seen as a reflection of competence or potential. That perception shapes behavior. Instead of taking thoughtful risks or speaking up with new ideas, people focus on staying within the lines. It's also common to assume that successful people simply avoid failure. In fact, many of them experience more failure than average. They just tend to recover quickly, reflect honestly, and apply what they've learned.

Another misconception is that failure leads to lasting damage. While some mistakes have long-term consequences, many reveal valuable information: gaps in planning, flaws in communication, or mismatches in expectations. When examined honestly, those details can inform better choices and stronger strategies moving forward.

Why Failure Can Strengthen Professional Success

Builds Resilience

Resilience isn't something people are born with. It develops over time, especially in response to difficult or challenging experiences. In a professional setting, failure often creates the conditions that foster that growth. When a project unravels or a decision backfires, people are forced to adapt, reflect, and continue forward.

According to the American Psychological Association, resilience is both a process and an outcome. It involves mental, emotional, and behavioral flexibility in the face of stress or adversity. Navigating failure requires that kind of flexibility. It teaches professionals how to manage uncertainty, regulate emotional responses, and stay focused even when outcomes fall short of expectations.

Those skills are essential for long-term effectiveness, especially in unpredictable or high-pressure environments.

Clarifies Goals and Values

When something fails, one of the first questions to ask is, "Was I even aiming at the right thing?" Sometimes, failure reveals a flaw in the strategy. Other times, it reveals a deeper misalignment between the goal and the person pursuing it.

Professionals often inherit goals from company culture, previous roles, or ideas about what success is "supposed" to look like. It's not uncommon to chase something for months or even years, only to find that reaching it feels hollow. When failure interrupts that path, it creates a pause. That pause can be uncomfortable, but it can also prompt the kind of honest reflection that success rarely invites.

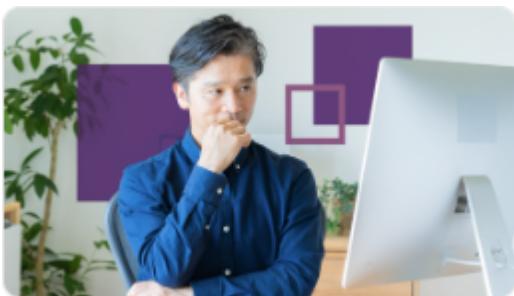
Sharpens Critical Thinking and Decision Making

There's a tendency to treat failure as a sign that someone didn't think carefully enough. But in many cases, failure is what produces careful thinking.

A failed product launch might reveal a flawed assumption about the customer. A breakdown in team communication might expose an overreliance on informal processes. These moments don't just illuminate the problem, they show how your thinking got there.

When professionals reflect on failure without defensiveness, they start to ask better questions. What information did I overlook? Where did my assumptions take the lead? Was I solving the right problem, or just the one that was easiest to define?

Eight Ways You Block Your Success



This course covers the eight most common ways you might be blocking your own success, with practical tips on how to overcome each. Learn why you sabotage your own chances of being more successful every time you lose perspective and feel like an imposter. By the end of this course, you'll be equipped with powerful, new techniques to tear down all those destructive, self-imposed barriers and start building yourself up for greater achievement.

2026 Holiday Calendar

Below are the Holiday and Wellness Days the College will observe in 2026.

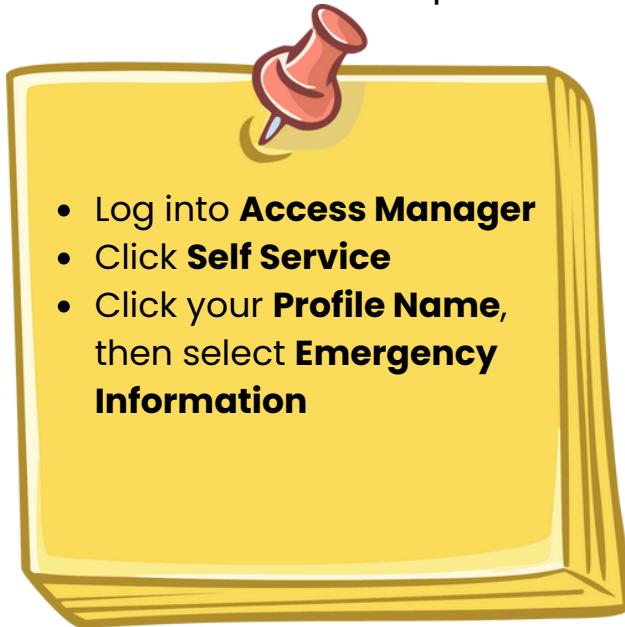
This information will be available on the HR Office Campus page.

Date	Day	Observance
January 1, 2026	Thursday	New Year's Day
January 2, 2026	Friday	Holiday break
January 5, 2026	Monday	Return to Work
January 19, 2026	Monday	MLK Day
March 9, 2026	Monday	Wellness-Beginning of Spring Break
May 22, 2026	Friday	Wellness-Memorial
May 25, 2026	Monday	Memorial Day
June 19, 2026	Friday	Juneteenth Holiday
July 3, 2026	Friday	4th of July Observance
September 7, 2026	Monday	Labor Day
November 3, 2026	Tuesday	Election Day
November 25, 2026	Wednesday	Day before Thanksgiving
November 26, 2026	Thursday	Thanksgiving
November 27, 2026	Friday	Day after Thanksgiving
December 21, 2026	Monday	Holiday break
December 22, 2026	Tuesday	Holiday break
December 23, 2026	Wednesday	Holiday break
December 24, 2026	Thursday	Christmas Eve
December 25, 2026	Friday	Christmas Day
December 28, 2026	Monday	Holiday break
December 29, 2026	Tuesday	Holiday break
December 30, 2026	Wednesday	Holiday break
December 31, 2026	Thursday	New Year's Eve



Who Should We Call?

Keep Your Emergency Contacts Up to Date



- Log into **Access Manager**
- Click **Self Service**
- Click your **Profile Name**, then select **Emergency Information**

The screenshot shows a yellow header bar with a user profile icon, the name 'Watson', a 'Sign out' button, and a 'Help' button. A white sidebar menu is open, listing the following options: 'User Profile', 'Emergency Information' (which is highlighted in purple), 'View/Add Proxy Access', 'Proxy Registration', 'Account Preferences', 'Required Agreements', and 'Access Manager'.

We want your feedback!

<https://forms.gle/d5MGACrC72GwHtxg9>

Be featured in the Employee Spotlight!

<https://forms.gle/d5MGACrC72GwHtxg9>

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How Can We Help?