


Making Risk Matter



Presented by Training Evolution, Inc.

Risk in the Context of Your Goals



What risks are you taking?
What risks will you need to take?
How could risking (more) impact
your results?

What Feels Risky?

- Offering feedback
- Proposing an idea
- Conflict
- Taking a stand
- Learning a new skill
- Presenting to a higher level
- Managing ambiguity
- Speaking up

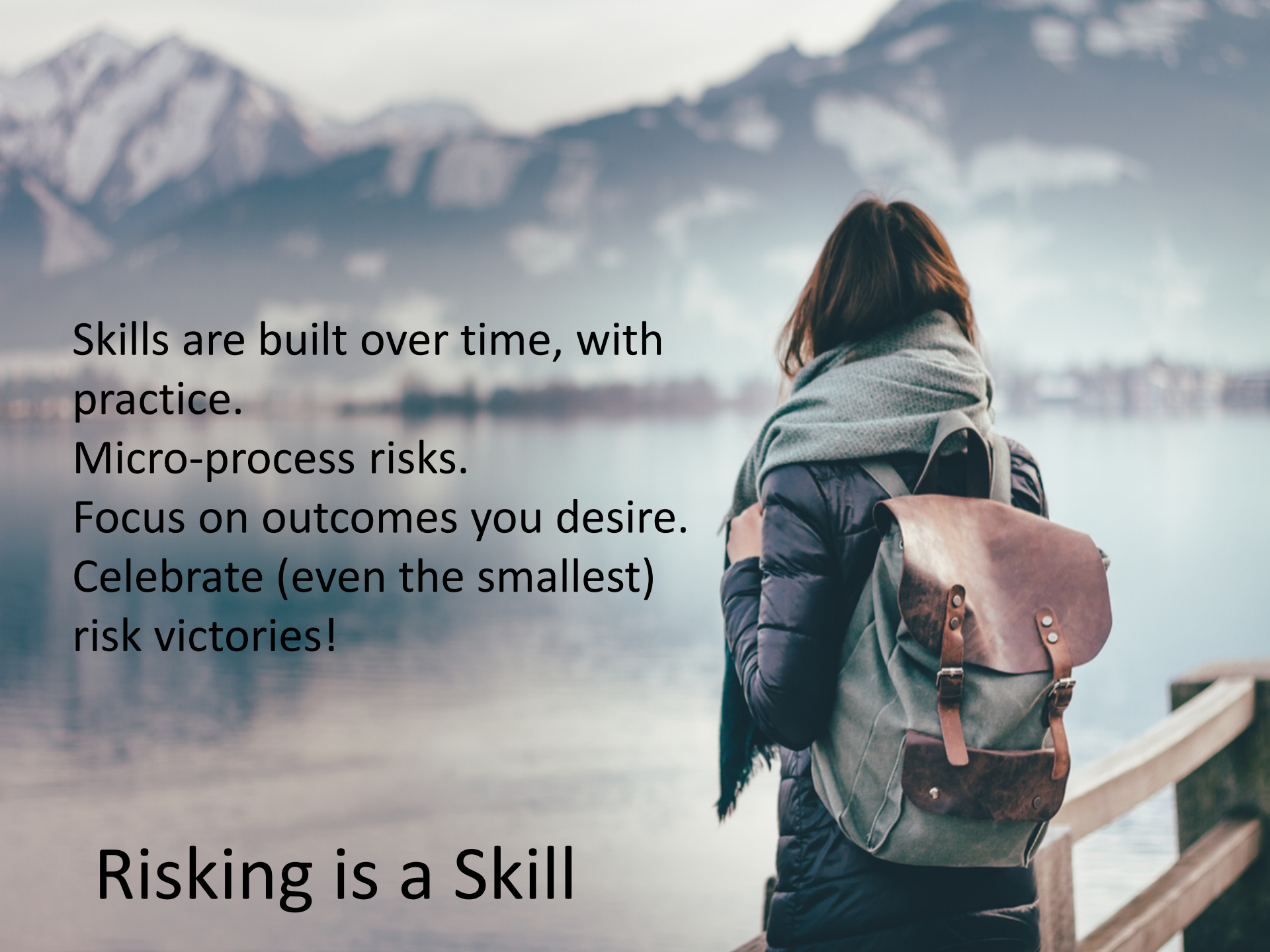


What Holds You Back?



What Keeps Us from Taking (More and Better) Risks?

- Amplifying what could go wrong and minimizing our ability to manage, influence or control the outcome.
- Exaggerating the consequences of failure.
- Emphasizing what we might lose by taking the risk (versus what we can gain).
- Failing to consider the cost of doing nothing.
- Fearing failure, looking foolish, making a mistake or being wrong.

A person with long brown hair, wearing a dark blue puffer jacket and a light green scarf, is seen from behind. They are carrying a brown leather backpack with a green canvas body. They are standing on a wooden railing overlooking a body of water, with snow-capped mountains in the background under a hazy sky.

Skills are built over time, with
practice.
Micro-process risks.
Focus on outcomes you desire.
Celebrate (even the smallest)
risk victories!

Risking is a Skill

Be Aware of Your Anchors

Anchoring is a term used in psychology to describe the human tendency to over rely or 'anchor' on one piece of information when approaching a risk or decision.

We bring our 'bias' to situations by valuing one aspect over other information available.

It is important to be mindful of our anchors because if we allow them to, they will establish the terms and create the trajectory.



Safety

Relationship

Credibility

Convenience

Cost

Results

Appearance



What 'Anchors' You?

Where are Your Risk Opportunities?

- What costs too much?
- What takes too long?
- What is poor in quality?
- What keeps falling through the cracks?
- Where are we missing an opportunity?
- In what ways are we falling behind?
- How are we getting in our own way?

Develop a Risk Strategy

| Define the Risk | Determine the Goal | Build a Plan |
|---|--|---|
| <p>What is the risk?</p> <p>Why does this feel risky for you?</p> <p>Why is it important for you to take this risk?</p> <p>What could happen if you avoid this risk? (What do you risk through inaction?)</p> | <p>What will you gain by taking this risk? (What are the benefits?)</p> <p>What value does this risk drive or create?</p> <p>How does this risk impact your priorities?</p> <p>What is your goal? (How do you want this to turn out?)</p> <p>How will you measure success?</p> | <p>What do you influence or control inside of this risk?</p> <p>What do you need to be mindful of? (What could go wrong, and how can you prepare for that?)</p> <p>What actions, skills and strategies will you use?</p> <p>Who do you need to involve?</p> |

Keep a 'Risk Journal.' Gather your artifacts.

Grow through Risk Taking

Turn your risk experiences into learning opportunities with questions like these:

- Did you achieve the desired result?
- What did you overlook or miss?
- What worked well?
- What didn't?
- Did you involve the right people?
- Were there negative side effects you didn't anticipate?
- What did you learn through this experience?

Tips and Strategies

- Develop a keen sense of an awareness for the risk potential around you.
- Take risk *on* purpose and *with* purpose.
- The best risk takers operate in the context of the big picture.
- As you step in to risk, you probably won't have all the answers.
- We profit greatly from risks that fail if we own the outcomes and learn from them.

Action Ideas

1. Scan your environment.
2. Reach for feedback from your manager.
3. Profile famous risk takers.

