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# Failing Forward



# Failing Forward Agenda

- Welcome and scene setting (20 mins)
- Group discussion (20 mins) – what can we do?
- Feedback (10 mins)



# Research Culture at Newcastle

People

Research

Research Culture Action Plan

“Create a culture that normalises and embraces ‘failure’ and sees it as a valuable part of learning and continual improvement.

This could include people sharing things that didn’t work out and how they deal with them, and support people to e.g., resubmit or develop unsuccessful grant and paper submissions.”



# Failing Forward



Can you describe Failure in one word? (Vivek Nityanander PhD)



# Failing Forward

Can you describe Failure in one word?

Most memorable failure

What did you learn from your experiences

What are next steps post-failure

What support was available to you?

What advice would you give to others?

What is your **self-care routine** post-failure

Example of a **failure to success** story

# Group Discussion

Q. What can we (all) do?

to destigmatise 'failure' in the research community?

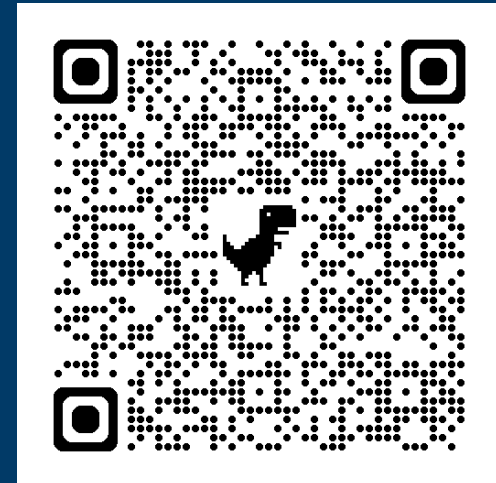
Areas for consideration

- Level (institutional vs. faculty vs. school vs. unit vs. individual)
- Language (what is helpful, and what isn't?)

Breakout rooms

Please add notes to the Padlet:

[https://padlet.com/nicolasimcock/  
what-can-we-all-do-to-  
destigmatise-failure-in-the-  
research-c-nqz6iru1rbwa9wal](https://padlet.com/nicolasimcock/what-can-we-all-do-to-destigmatise-failure-in-the-research-c-nqz6iru1rbwa9wal)



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# Failing Forward

## Feedback

Addressing 'Failure' at Newcastle

# Points of Note

- Panel's advice is coloured with 'survival bias' - they have all succeeded and survived - success has followed failure.
- Rejection can be a form of protection
- Systematic reasons for failure - not all down to the individual or the research idea
- We don't tell stories well - we only have headlines. Good news culture is unhelpful
- What can we learn from other sectors (healthcare for example)
- Managing industry partners
- Recognise generational/gender/minority/role/discipline differences and barriers



# Potential Actions

## Individuals/teams

- Careful with language, especially with Funding in current financial climate
- (Oscar) nominee for....
- CV of 'Failures'
- Champagne Failures – led by senior colleague

## Services/University

- (RFDMs) Often talk about/celebrate **awards** at our team meetings/University, but we are going to expand to big/complex **submissions** too
- Leadership and management need to 'walk the walk'
- Null results to be recognised as valuable contributions to research. A need for institutional support and time allocation to write up and publish these findings.

# Feedback and **Close**



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Keep sharing your ideas: [Padlet](#)

