

# Wikimedia Fail Fest

Insert Name and Date of Event



**Facilitator:** Welcome to Wikimedia Fail Fest. An Opportunity for us to learn not through success but by sharing our failures so that we benefit from each other's knowledge and expertise in order to increase our success

# Let's Frame the Word Fail Differently



**Facilitator:** Introduce yourself and your co-presenters. For the purposes of this workshop, we would like to begin by framing the word fail differently, with a mnemonic we might remember

✓ A New Frame for Failure

**F Failure**

**A Always**

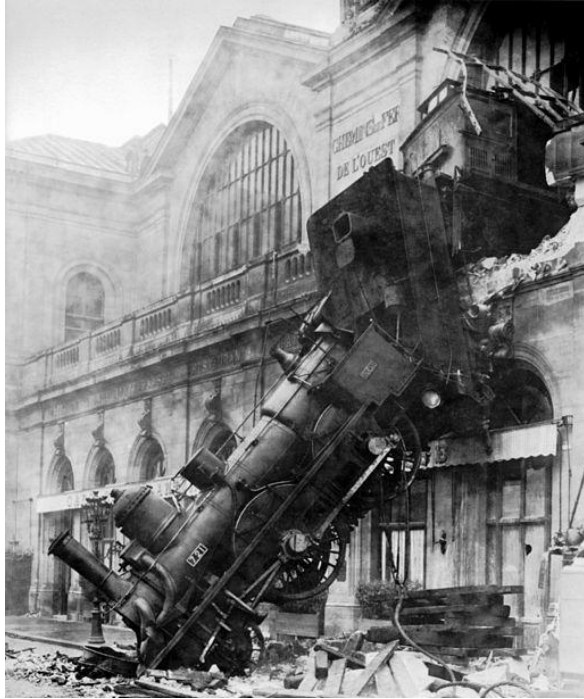
**I Invites**

**L Learning**



**Facilitator:** Fail: a reminder that Failure Always Invites Learning. We'll have a test at the end of the workshop to see if you remember that! But first let's look at a few failures through commons

X



**Facilitator:** Transportation always gives us a few failures (And this happened.)

x



**Facilitator:** How did they go off track here?

## x Big Failures: Titanic



Titanic" by Unknown - <http://students.umf.maine.edu/~harwen/webquest/teacherpage/titanic%20m%20.jpg> - Licensed under Public Domain via Wikimedia Commons - <https://commons.wikimedia.org/wiki/File:Titanic.jpg#/media/File:Titanic.jpg>



**Facilitator:** Then there's the Big Fail. The Fateful Voyage of the RMS Titanic on April 14, 1912 . Interestingly the sinking of what was called "The Ship of Dreams" was attributed to many "small failures" . In 1912, official inquiries represented what was a huge international fail fest in which officials identified that the disaster resulted from an avalanche of many small failures: From lack of attention to early warnings about icebergs, to rate of speed, and lack of equipment including life-vests. Review of this major disaster and loss of life resulted in an overhaul of maritime regulations in what became a huge learning pattern for safety at sea.

## ✓ Small Failure: Sweet Reward



**Inventor:** Ruth Wakefield, Owner of the Toll House Inn

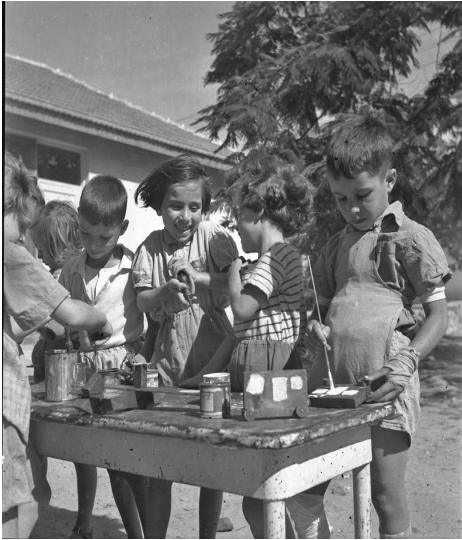
**What she was trying to make:** Regular chocolate cookies

**How it was created:** While mixing a batch of cookies, Wakefield discovered she was out of baker's chocolate. As a substitute she broke sweetened chocolate into small pieces and added them to the cookie dough. She expected the chocolate to melt, making chocolate cookies, but the little bits stuck.



**Facilitator:** On a lighter note, there are accidents or small fails which result in sweet rewards or “accidental innovation” Pass out Cookies if available to launch the peer storytelling.

## ✓ Children Fall and Fail all the Time



**At age 5:** 80% of our Creative Potential  
**By age 12:** Down to 2%

Did you know that...  
Failure is also a stepping stone  
to innovation?

<http://creatingminds.org/articles/age.htm>



**Facilitator:** Children can be our best teachers of failure. Whether learning to walk, ride a bike or engage in play, you might not be aware that there is a natural link between failure and innovation. For example, research indicates at age 5, we start at 80% of our creative potential but by the age of 10 we are already down to 2% . We quickly learn as children that getting things wrong, for example on tests, is not a desired outcome and sharing failure gets harder and harder. Unfortunately that doesn't allow us to learn from failure or grow as a movement.



## ✓ Fail Fest Ground Rules

1. **Do not record stories.** This means no tweeting quotes or making videos.
2. **Laugh at stories, not people.** We are not here to make fun of anyone.
3. **Keep your story short.** Give everyone a chance to talk
4. **Questions should only ask for clarity.** This is not an interrogation.
5. **Keep an open mind and seek to contribute to shared learning and problem solving.**



**Facilitator:** There's a few rules for Fail Fest that are guiding principles.

1. Do not record stories in social media or elsewhere unless expressly offered. There will be an opportunity to connect stories of failure to a learning pattern.
2. Laugh at stories, not people: Laughing at stories is fine, encouraged even. But we are not here to laugh at people, so please don't make fun of anyone.
3. We have time limits here. In order to give everyone a sharing opportunity, keep your story to 2 -3 minutes with another 2-3 minutes for any questions from the group.
4. Suspend Judgement: so that you can really listen to the person telling their story, acknowledging that they may feel vulnerable. Remember that this is not an interrogation.
5. Keep an open mind! Jot down notes and ideas you may be able to contribute when your group discusses and creates a learning pattern.

# Fail Fest Peer Storytelling



Facilitator: So let's get started and we will share with you a frame and ask some of our leaders in the room to help us get started.

# Fail Fest Format



**30 Minutes Total**

**2-3 Minute Per story**

**+**

**2-3 Minutes of  
Questions/Discussion**



Facilitator: Here is the format for Fail Fest: We're going to give you 30 minutes of rich peer sharing using the fail fest format in which you share a story of failure. The key is timing and a specific format. You will have 2 - 3 minutes to share your failure from a Wikimedia project or activity and then you have about 2 - 3 minutes to ask questions, offer your experience and any reflections.

## ✓ A Frame for Sharing Your Story:

1. We planned this thing: \_\_\_\_\_
2. This is how we knew it wasn't working: \_\_\_\_\_
3. We think that this went wrong: \_\_\_\_\_
4. Here is how to fix it: \_\_\_\_\_

Let's start with a leader who has offered to kick off Fail Fest with an example using this framing language.



**Facilitator:** We have asked \_\_\_\_\_ to kick off our Fail Fest with their story to demonstrate this frame for sharing your failure. The frame uses starter phrases and we will be keeping on time to give you an idea of the story length and discussion. (Read 1 - 4) .

*Introduce Facilitator* who uses the starter language. Note: If you have other community facilitators have them lead the peer discussion and share their story in small groups, preferably not larger than 7. In some cases, with intimate group of 10 - 12, you may wish to keep the group together, in which case have your volunteer facilitators begin the sharing to create momentum and comfort level in the room.



## Learning Patterns Library

A **learning pattern** explains how to reproduce a successful strategy for executing or evaluating an activity, such as running an edit-a-thon, or analyzing responses to an editor survey.

A learning pattern is:

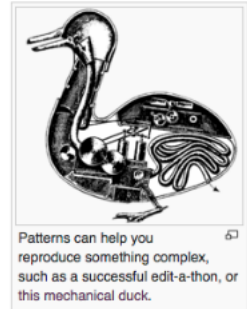
- a **guideline**: it provides advice on how to do something.
- a **template**: it has a clear title and consistent format so people can quickly find the information they need when they browse through the library of learning patterns.

Creating a learning pattern is a simple way to document an important lesson. If you've been involved in a Wikimedia activity, you've probably learned some valuable tips, tricks, advice, or considerations about what works and what doesn't for that kind of activity. **Share what you know: write a learning pattern!** Others will benefit from your experience.

You can read more about learning patterns and this project [here](#) on the Wikimedia blog.

**Would you like to talk about the Learning Patterns Library project?** The project coordination page is [Grants:Learning patterns/Project](#). See you there!

**Would you like to link to learning patterns in a grant request or grant report?** You can find instructions at [Grants:Learning patterns/Project/Grant templates](#).



Patterns can help you reproduce something complex, such as a successful edit-a-thon, or this mechanical duck.



Create a new pattern

Trouble using this form? You can report errors or give feedback [here](#).

**Facilitator:** But what is the benefit failure if we don't document it? (The Wikimedian Way) Learning Patterns are a growing resource in our community to share learning across communities and projects by beginning with a problem definition and inviting community members to offer solutions. The library is searchable on meta and found in the learning and evaluation portal. In fact if you are faced with a challenge you may discover a solution offered in the learning pattern library based on knowledge of community members around the world.

What we would like you to do is select one story you heard in which you believe your team can best create a learning pattern in 30 minutes. You can create the learning pattern in real time in the library or on the worksheets provided. Here are the basic steps.

## ✓ Elements of a Learning Pattern

- A. **Problem statement:** Describe the problem your pattern is intended to solve or the question it answers.
- B. **Solution statement:** Describe how to solve the problem. You can also list the steps involved.
- C. **Things to consider:** A bulleted list of things someone should keep in mind when using this pattern.
- D. **When to use:** Examples of situations where you would apply this pattern, or real-world situations where it has been used.



**Facilitator:** What we would like you to do is to select one of the stories you heard at your table to create a learning pattern that you will create in real time in the library or using the template which will be shared after the session. Select a story that your group members are either most interested and/ or experienced in. We will give you 30 minutes to create a real knowledge product from Fail Fest via a learning pattern to benefit the community. Note: You may wish to contribute to an existing pattern in the library.

Monitor time and insure you leave enough time for a report out.

# What does Fail Fest stand for?



**Facilitator:** The Wikimedia Test> What Does Failure Stand for?  
(See if they remember--Failure Always Invites Learning)



**Facilitator:**

We want to spend just a few minutes on reflections before giving you an evaluation? What is 1 thing you learned either about specific failures or from the format that you can bring back with you ? (Pause and wait for reflection)

Ask your Facilitators to stand: Present them with a Fail Fest Facilitator Recognition (To be provided at conferences by WMF Team). If offered in your community, provide a token of your appreciation for kicking off and leading fail fest. Thank everyone for celebrating failure and contributing to knowledge sharing

Have evaluations completed and dropped off.

You can close with the multi-media played at the beginning of the session or music of your choosing.



# Resource credits

- Chocolate chip cookie: [https://upload.wikimedia.org/wikipedia/commons/a/ab/Chocolate\\_chip\\_cookie.jpg](https://upload.wikimedia.org/wikipedia/commons/a/ab/Chocolate_chip_cookie.jpg)
- Children at Play: [https://commons.wikimedia.org/wiki/File%3APikiWiki\\_Israel\\_13333\\_Givat\\_Brenner\\_kinhdergarten\\_children.jpg](https://commons.wikimedia.org/wiki/File%3APikiWiki_Israel_13333_Givat_Brenner_kinhdergarten_children.jpg)
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# Certificate of Appreciation for Serving as a Facilitator for

Wikimedia Fail  
Fest



Presented to:

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Thank you for contributing to the sum of all human knowledge and the growth of the Wikimedia movement by sharing your expertise as a Wikimedia Community Leader and Facilitator.

Date: \_\_\_\_\_