



JIM HARSHAW JR.

Revealing Failure as the Path to Success

Success Through Failure Podcast
Action Plan Episode #288
Bill Burnett

**Do you feel stuck?
Are you disengaged at work?**

Join the other approximately 68% of Americans who say yes to these questions.

We all want a life of meaning and impact. But how? How can you do that when you're stuck in your job, busy with life, and overwhelmed with everything going on.

Most people spend more time at work than anywhere else so it's not surprising that you want to find fulfillment and purpose there.

Well, now there's a plan to help you get unstuck and find happiness at work.

In this week's episode...

NYT bestselling author and Stanford professor Bill Burnett who co-authored the NYT best-seller *Designing Your Life* and his co-author, Dave Evans, have created this plan in the form of their new book titled: *Designing Your Work Life: How to Thrive and Change and Find Happiness at Work*.

In our discussion about the book **DESIGNING YOUR WORK LIFE** Burnett teaches you how to create the job you want—without necessarily leaving the job you already have.

Top Quotes From This Episode

"One of the bad pieces of advice that people often get is to follow your passion... So, you know, be careful what you're passionate about, do a little research. So this idea that you need to know in advance what you want. It just isn't true. It's not the way the world works."

"The way you make significant big changes in your life is paradoxically making small changes, not big ones."

"If you want to innovate, you have to fail."

"Curiosity is the antidote to pandemic boredom, exhaustion, and everything else."

"If you take action—a bias to action is our mindset—you'll be surprised at how much comes back to you in the form of energy information and just feeling connected with the world."

Show Notes

This episode touches on the following key topics and ideas:

- **Designing Your Work and Life (5:52):** Bill shares the inspiration behind his books "Designing Your Life" and "Designing Your Work Life"
- **68% of Americans are dissatisfied with their work (11:38):** Studies say that engaged employees are more creative and productive, which result to a happier workplace
- **"Reframing" and Dysfunctional Belief" (14:13):** "Reframing" is the "power tool in design" or "finding a better problem." While "Dysfunctional Belief" is "believing something that isn't actually true"
- **"Hedonic Treadmill" (21:06):** The term Psychologists use to define the "endless seeking of 'more'"
- **"Good enough for now" attitude (23:06):** Building your way forward by using small changes to reinforce your sense of self-efficacy
- **On the subject of failure (26:52):** If you want to innovate, you have to fail
- **Maximizing happiness, meaning, and purpose (31:15):** Bill talks about the value of building strong family, community, and other relationships in spite of our differences
- **"Radical Collaboration" (33:30):** Radical collaboration on a design team means "different kinds of skills and lots of different voices or representation across all communities"
- **Workview-Lifeview Exercises (37:21):** Determining your Workview and Lifeview to discover "coherence," which will serve as your compass to help you move in a consistent direction
 - **Workview:** In 250 to 500 words, what's your theory of work or workview? ("Why do we work?")

- ***Lifeview:*** In 250 words or a novel, answer questions like, “Why are we here?” “Is there a God or a spiritual being in the world that puts things together?” “What’s your view on community versus individuals?”
- **What’s an action item the listener can take in the next 24-48 hours? (43:27)**
 1. “Get curious”
 2. “Talk to people”
 3. “Try stuff”
 4. “Tell your stories”

List of Resources Mentioned in the Episode

Bill Burnett and Dave Evans’ books:

["Designing Your Life: How to Build a Well-lived, Joyful Life"](#)

["Designing Your Work Life: How to Thrive and Change and Find Happiness at Work"](#)

Daniel Goleman’s ["Emotional Intelligence: Why It Can Matter More Than IQ"](#)

BJ Fogg’s ["Tiny Habits"](#)

David Kelley’s ["Creative Confidence: Unleashing the Creative Potential Within Us All"](#)

Want to talk to a personal performance coach?

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Other Episodes Referenced

[#124 Dysfunctional Thinking and How to Be Happy: Using Design Thinking To Get Out Of Your Rut with Stanford Professor and Author Bill Burnett](#)

Guest Website and Social

Bill Burnett

[Website](#) | [Twitter](#)